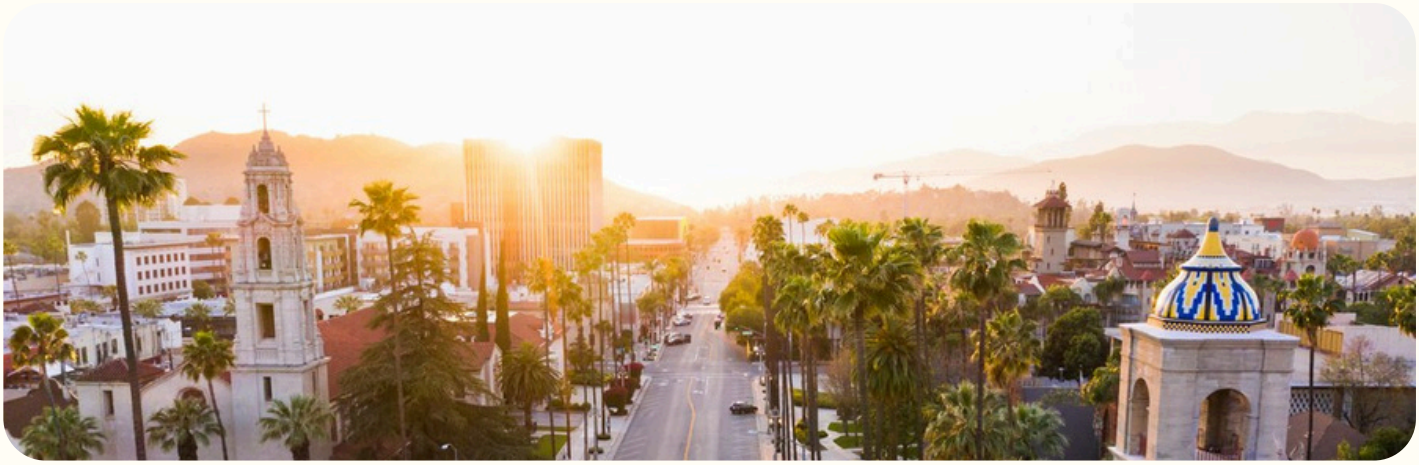
WESTERN RIVERSIDE COUNCIL OF GOVERNMENTS

EXECUTIVE EMPLOYMENT OPPORTUNITY

Deputy Executive Director

Help lead a regional agency marking 35 years of service to Western Riverside County's cities, county, and communities.



SALARY

$214,510 – $295,734

depending on experience & qualifications

APPLY BY

December 2, 2026

11:59 p.m. Pacific Time



Apply online governmentjobs.com/careers/wrcog

The Agency

Established in 1991, the Western Riverside Council of Governments (WRCOG) is a Joint Powers Authority serving a Southern California region of more than 2 million people. Its members are a county, 18 cities, 2 water agencies, and a county superintendent of schools in one of the fastest growing regions in the United States. WRCOG convenes stakeholders and subject-matter experts, conducts studies, and addresses issues of mutual concern that are unique to the region.

The agency stands apart for the breadth of its work, from the Transportation Uniform Mitigation Fee (TUMF) program and regional planning to energy programs such as the Inland Regional Energy Network (I-REN) and PACE, environmental programs, and workforce development. WRCOG also administers the Riverside County Habitat Conservation Agency.

A new home for the region. The Agency recently moved into its new headquarters location at 1955 Chicago Avenue, Suite 200, Riverside, conveniently located to support our member agencies.

WRCOG at a Glance

22
member agencies, incl. 18 cities

2M+
residents across the subregion

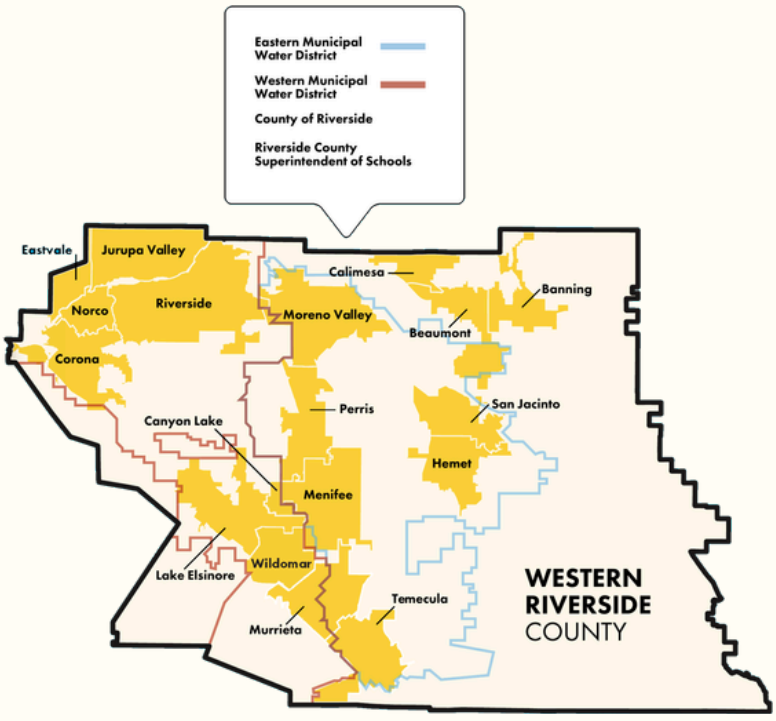
$26.4M
FY 2026/27 budget*

$1.15B+
TUMF funding delivered to members

$395M+
C-PACE projects financed

117
Public Service Fellows trained

Our Region



Our Core Values

Integrity · Transparency · Collaboration · Innovation · Diversity · Accountability · Sustainability · Inclusion

*Excludes TUMF project revenue. Source: WRCOG 2026–27 Annual Report.

The Opportunity

The Deputy Executive Director is a key executive position reporting directly to the Executive Director. This role provides agency-wide strategic leadership, policy direction, and operational oversight across WRCOG's departments, while also directly managing one or more assigned departments or program areas (an approximately 50/50 split). The Deputy Executive Director plays a pivotal role in implementing short- and long-term priorities, including the goals of WRCOG's Strategic Plan, ensuring organizational alignment, representing WRCOG with member agencies, elected officials, and regional partners, and serving as the Executive Director in their absence.

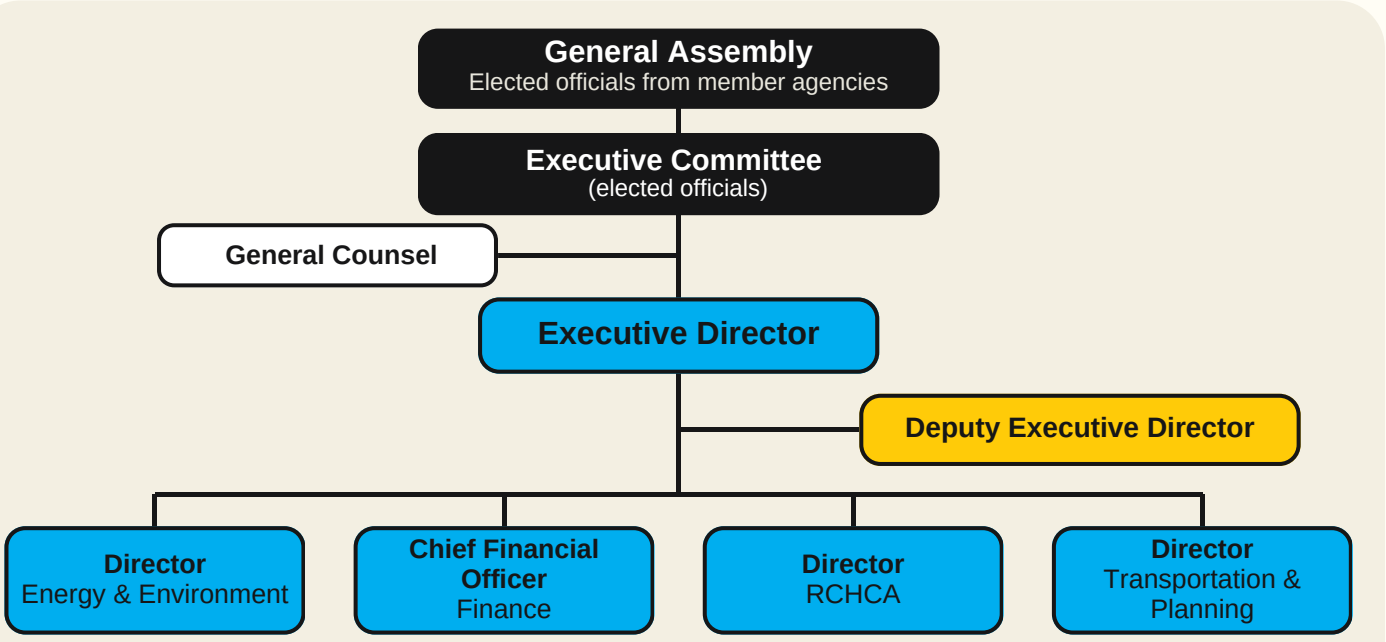
WRCOG is looking for an exemplary leader who models the agency's core values, develops staff, and helps build the leadership continuity the agency needs for the future.

Areas the Deputy Executive Director May Lead

The assignment will be set by the Executive Director based on the selected candidate's skills, experience, and abilities.

- **Administration**
- **Finance**
- **Energy & Environment**
- **Inland Regional Energy Network (I-REN)**
- **Transportation & Planning**

Leadership Organizational Chart



Simplified view. See the full chart: **WRCOG Org Chart – October 2026**

The Ideal Candidate

The ideal candidate is a seasoned public-sector executive who is equally comfortable setting agency-wide direction and running a department day to day. They will bring a strong command of public administration and organizational management, public-sector budgeting and fiscal stewardship, grants and intergovernmental funding, and the policy and legislative processes that shape regional agencies. Experience with a council of governments, joint powers authority, or similar regional agency will be highly valued. Just as important is how the candidate leads: making sound decisions, building consensus, leading change, and building and retaining a high-performing team.

Key Skills

- **Strategic Thinking.** Turns long-term vision into clear priorities and outcomes.
- **Stakeholder Engagement.** Builds trust with member agencies and regional partners.
- **Fiscal Management.** Manages budgets and protects the agency's fiscal health.
- **Personnel Management.** Leads, develops, and retains a high-performing team.
- **Executive Communication & Public Speaking.** Communicates clearly to boards, staff, and the public.
- **Organizational Management & Prioritization.** Balances competing demands and keeps work on time.

Key Behaviors

- **Own the Outcome.** Takes responsibility for results and follows through.
- **Seek and Apply Feedback.** Invites input and acts on what is learned.
- **Drive Innovation and Improvement.** Finds better ways to serve member agencies.
- **Communicate Clearly.** Shares information openly, accurately, and on time.
- **Collaborate and Build Partnerships.** Works across departments and agencies.
- **Exercise Sound Judgment.** Makes ethical, well-informed decisions.

Education & Experience

Education: Bachelor's degree in public administration, urban planning, engineering, business, or a related field.

Experience: Fifteen (15) years of increasingly responsible professional experience, including at least five (5) years of senior leadership.

Highly desirable: Public-sector experience and prior service as a Deputy in some capacity.

Compensation & Benefits

ANNUAL SALARY
$214,510 – $295,734

Depending on qualifications and experience

SCHEDULE
9/80

Every other Friday off · FLSA Exempt

A highly competitive benefits package, including:

- PTO starting at 262.60 hours a year, up to 364 hours
- 13 paid holidays
- Up to $2,022.56 toward medical premiums (2027 plan year)
- 3% time and tenure benefit after three years
- 40 hours of management leave per year
- 100% employer-paid dental and vision
- CalPERS retirement (based on Classic/PEPRA eligibility)

Full benefits list: **wrcog.us/get-involved/careers**

How to Apply

Apply online only at **governmentjobs.com/careers/wrcog** with a completed application, current resume, and cover letter.

OPENS	CLOSES	INTERVIEWS	START DATE
Mon., Nov. 2, 2026	**Wed., Dec. 2, 2026, 11:59 p.m. PT**	**At least two rounds**	**On or around Jan. 18, 2027**

Human Resources will screen all applications for minimum qualifications, and a panel will review and rank all eligible candidates. A select few will be invited to interview, followed by a second interview with a panel that includes the Executive Director, who will make the final selection. Candidates should expect a minimum of two interviews.

WRCOG is an equal-opportunity employer.