



Deputy Director / Building Official

Planning and Building



CITY OF
OAKLAND

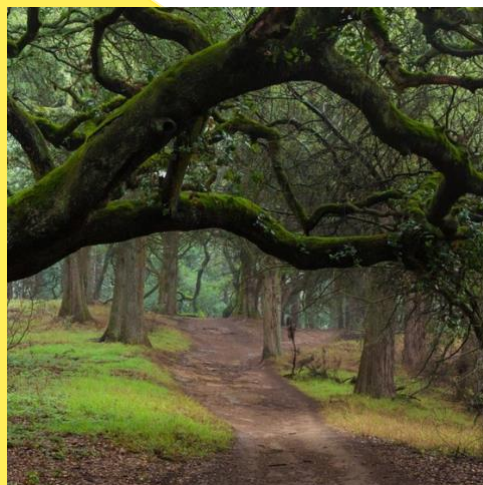
The City

The City of Oakland is an equal opportunity employer that values workforce diversity, inclusion, and equity. Oakland has a long history of activism around issues of justice and equity. Both oppression and this resistance to oppression have shaped the city's historical roots and the lives of its residents to this day. As public servants in one of the most diverse cities in the nation, we strive to develop employees who understand the harm and impacts of systemic inequity to create lasting, meaningful outcomes for everyone. Oakland strives to establish an environment that embraces the richness of culture, community, and individualism of employees.

The City of Oakland is a vibrant urban hub located in the San Francisco Bay Area. With a population over 400,000, Oakland is renowned for its diversity, boasting a rich multicultural community where more than 125 languages are spoken. This City is home to one of the nation's largest LGBTQ+ communities and offers a unique blend of

traditional neighborhoods, an expanding downtown, thriving arts, entertainment, and recreational amenities.

Oakland's strategic location along the San Francisco Bay provides breathtaking views and abundant green spaces, including over 140 parks and scenic areas like Lake Merritt and Joaquin Miller Park. Oakland has more parks and open space per capita than any other city in the Bay Area. Oakland is at the heart of the East Bay Regional Park District with a splendid system of 65 parks covering more than 120,000 acres and 29 regional hiking trails. Jack London Square, the waterfront area, and beautiful Lake Merritt are destinations enjoyed by both residents and visitors.



City Government

The City of Oakland operates under a Mayor-Council form of government. The Mayor, elected at-large for a term of four-years, leads the executive branch and appoints the City Administrator, who oversees daily operations across all departments. In May 2025, Barbara Lee, longtime U.S. Congressional Representative and the first Black woman elected Mayor of Oakland, was sworn in as the City's 52nd Mayor. Her administration is focused on transparent, accountable leadership and delivering meaningful results for Oakland residents. [Learn more about the Mayor.](#)

The City Council consists of eight members – seven elected by district and one at-large – serving staggered four-year terms. The Council sets citywide priorities, adopts ordinances, approves the budget, and appoints members to boards and commissions. [Council information is available here.](#)

Oakland is a full-service city with approximately 4,200 employees and an annual

budget exceeding \$1.3 billion. The City provides a wide range of essential services, including police, fire, public works, violence prevention programs, parks, libraries, and more. [Learn more about Oakland City Services.](#)

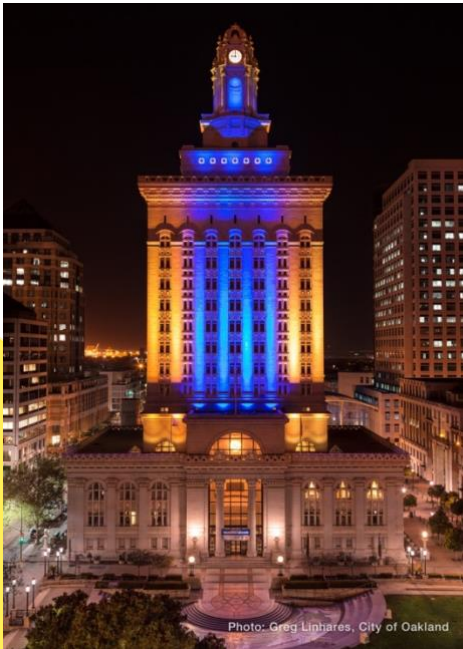


Photo: Greg Linhares, City of Oakland

Planning and Building

The Mission of the City of Oakland Planning and Building Department is to serve the people of Oakland to improve the physical, cultural, and economic environments of Oakland through sustainable development that embraces three core principles: equity, healthy environment, and economic opportunity.

The Planning & Building Department oversees regulations for the City's growth and development. By reviewing project plans, enforcing local ordinances, developing neighborhood and city-wide plans, and responding to public concerns, we work to create a built environment that supports the health and welfare of all Oaklanders.



The Position

The Building Official is a bureau-head position with responsibility for the overall administration of the Building Bureau. The Building Official reports to the Director of Planning and Building, who is responsible for overseeing all bureaus and divisions of the Planning and Building Department.

Under administrative direction, the Building Official serves as a Deputy Director, responsible for the direction and coordination of work in the Building Bureau. They plan, organize, and manage the review and implementation of the City's major Building Bureau projects, as well as train and supervise assigned staff.

The Building Official is the primary official responsible for the interpretation of the Oakland Municipal Code as it relates to the built environment of Oakland. The Building Official will have the final authority on the interpretation of Title 15 of the Oakland Municipal Code. Additionally, the Building Official will support several special

projects that are currently in the works:

- Initiating a Data Driven Process Improvement Plan for the permit process.
- FEMA Floodplain Management in cooperation with other City of Oakland Departments.
- Creating and implementing a Proactive Rental Inspection Program including finalizing the lead abatement program being developed in partnership with our Housing & Community Development Department.



The Ideal Candidate

The Planning and Building Department seeks an experienced public sector building official who is a self-starter and equal parts expert manager of people and data-driven process improver. As a manager of people, the ideal candidate knows how to interact amicably and effectively with the building community to resolve complaints and ensure that buildings are developed safely.

The ideal candidate balances leadership and collaboration by engaging in active listening, displaying empathy, and leveraging a strong understanding of the California Building Code, Oakland's Municipal Code, and any other public agency code with delegation of authority within the City of Oakland boundaries, e.g. Alameda County Environmental.

The candidate should be proficient interacting with other agencies that build within or exercise jurisdiction in Oakland. The ideal candidate also knows how to manage supervisory staff, inspectors, and plan reviewers and personnel in various roles

in the Building Bureau, ensuring that work is completed correctly, accurately, and on time. The ideal candidate ensures that staff have the tools necessary to do their jobs, including training and professional development. The ideal candidate establishes a workplace culture of customer service, emphasizes thorough documentation, and encourages staff to take initiative to complete work in a timely manner and offer a positive attitude toward helping the public.

As a data-driven process improver, the ideal candidate creates a workplace culture that takes data and customer service seriously. The ideal candidate encourages staff to track and use data to improve customer service, enhance efficiency, and hold operations accountable. They use data proactively to identify targets for continuous process improvement and make strides across functional areas, including permitting and inspection services.

Requirements

Any combination of education and experience that is equivalent to the following minimum qualifications may be acceptable:

Education:

A Bachelor's degree from an accredited college or university in civil engineering, architecture, or a closely related field. A master's degree in a related field is highly desirable.

Experience:

Five (5) years of progressively responsible management experience in engineering, architecture, code compliance, and enforcement or inspection work, including program administration, policy development, and project management. Must include two (2) years of supervisory experience.

Other:

Possession of a Certificate of Registration as a Professional Civil Engineer in the State of California or Registration as a Professional Architect in the State of California is highly desirable.

Possession of a certificate from International Code Council (ICC) as a Certified Building Official is highly desirable.

Individuals who are appointed to this position will be required to maintain a valid California Driver's License throughout the tenure of employment OR demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.

The Process

The process for filling the Building Official position will begin with the screening of application materials, including resumes and cover letters. The most qualified candidates will be contacted to arrange a screening interview, which will determine who advances to the interview phase.

Interviews will be conducted - likely with a panel of external stakeholders familiar with the position and with internal representatives. The most highly qualified candidate will be selected for this critical position and will serve at the pleasure of the Director of Planning and Building.

Compensation and Benefits

This comprehensive package reflects the City's commitment to attracting and retaining top talent in public service. The salary range for this position is \$190,696.08 - \$234,150.24 annually. Salary is negotiable within the defined range depending on qualifications. The City of Oakland is committed to the wellbeing of its employees and offers comprehensive health and wellness services along with an array of other benefits for most positions. Benefits may include:

- CalPERS Medical
 - Dental
 - Vision
 - Medical Waiver Plan – Cash-In-Lieu
 - Flexible Spending Accounts
 - Commuter Benefits
 - Group & Supplemental Life Insurance
 - Employee Assistance Program (EAP)
 - Guaranteed Ride Home (GRH)
 - Pension Benefits
 - Deferred Compensation
- Information regarding most benefits [can be reviewed here.](#)

How to Apply

Please submit a resume and cover letter outlining the background and experience that makes you the ideal candidate electronically through the city's online [applicant portal](#).

Applications will be accepted through September 2, 2025, those received by August 4, 2025, will receive first consideration.

If you have any questions, please don't hesitate to reach out to Terry Stanley at tstanley@oaklandca.gov!

