



AIR POLLUTION CONTROL DISTRICT SANTA BARBARA COUNTY

EMPLOYMENT OPPORTUNITY AIR QUALITY SPECIALIST I/II/III

*OUR MISSION IS TO PROTECT THE PEOPLE
AND THE ENVIRONMENT OF SANTA BARBARA
COUNTY FROM THE EFFECTS OF AIR POLLUTION*

ANNUAL SALARY \$76,248 – \$112,008

The Santa Barbara County Air Pollution Control District is establishing an employment list for an Air Quality Specialist I-II-III to fill a vacancy in the Planning Division with a hybrid remote work schedule. This vacancy may be filled at either level depending on the applicant's qualifications.

OUR AIR DISTRICT

The Santa Barbara County Air Pollution Control District is an independent government agency that works to improve the health and quality of life for all residents through efficient and effective air quality management strategies. The District takes pride in running a highly professional agency that is at the forefront of innovative solutions to improve and protect Santa Barbara County's air quality. District staff members have expertise in engineering, chemistry, planning, environmental sciences, field inspection, air monitoring, public outreach, data processing, accounting, information technology, human resources, and administration.

The District's 13-member governing board consists of the five County Board of Supervisors and one elected representative from each of the eight incorporated cities. We accomplish our mission by implementing state and federal air pollution control laws to attain ambient air quality standards and to minimize public exposure to airborne toxins and nuisance odors. The District always strives to demonstrate excellence and leadership in the field of air pollution control. Our goal is to provide consistent, high-quality, cost-effective professional services to the public and regulated community. The District embraces accessibility, accountability, diversity, equity, inclusivity, and transparency.

The District has offices in Santa Maria and Santa Barbara, with staff currently working in the office on Tuesdays and Wednesdays.

THE POSITION

The Air Quality Specialist I is the entry and training level class of the series. Incumbents work under immediate supervision and may perform routine tasks in land use and California Environmental Quality Act (CEQA) review, air quality and transportation planning, emissions inventory, air quality and meteorological monitoring and forecasting, implementation of special projects including grant and incentive projects, education and outreach. Complexity of tasks increase over time as the incumbents become familiar with District rules and develop a working knowledge of local, state, and federal laws governing air pollution.

The Air Quality Specialist II is the fully experienced journey-level class of the series. Incumbents work under general supervision while performing the more difficult and complex assignments requiring an in-depth working knowledge of District rules and the regulatory framework of air pollution control at both the state and federal level.

The Air Quality Specialist III is the advanced journey level class in the series and performs the most difficult and complex tasks. Incumbents work with minimal supervision; are lead workers; exercise independent judgement and decision-making and administer programs/projects within the Division. The Air Quality Specialist III is not considered a supervisory class in that selection and discipline of employees is not assigned to this level and the number of employees for which direction is provided is limited.

IDEAL CANDIDATE

The ideal candidate will be knowledgeable of State and Federal regulations governing air quality control, CEQA requirements, principles and practices used in transportation and air quality planning, as well as statistical methods and mathematical concepts used in environmental and air quality planning. The ideal candidate will have an understanding of relationships between transportation planning, physical designs, demographic, environmental, and socio-economic variables and air quality goals as well as underlying principles of complex processes in physics, chemistry, natural sciences, and meteorology as they relate to air pollution control and analysis. The candidate will possess and demonstrate sound judgment when dealing with the public, grant applicants, the regulated community, and other agencies. Additionally, the candidate will be a skilled communicator, capable of interpreting and articulating technical information and requirements of APCD rules, the Health and Safety code, and California and Federal Clean Air Acts. Knowledge and/or previous experience working with specialized programs and applications for air quality planning, emissions measurement, grant and incentive programs, and assessing atmospheric conditions is highly desired.

QUALIFICATIONS

Air Quality Specialist I – Graduation with a bachelor's degree from an accredited college or university, preferably with a major in chemistry, meteorology, environmental or atmospheric science, regional urban planning, environmental or transportation planning, or closely related field (applicants who are currently in their final year of study leading to the required degree are encouraged to apply. Such applicants may compete in the examination and departmental selection process but may not begin employment in a position until they have attained the required degree).

Air Quality Specialist II – Knowledge, education, and experience equivalent to that above and two or more years of professional experience in air pollution control, CEQA review, or in air quality emission and control technology analysis.

Air Quality Specialist III – Knowledge, education, and experience equivalent to the above and one additional year of increasingly responsible professional experience performed in an independent manner.

SALARY & BENEFITS

- The monthly salary range is \$6,354 - \$9,334.
- The District contributes \$770-\$1,218 per month toward medical insurance premiums, \$41.61-\$66.62 per month toward dental insurance premiums, and vision insurance is provided to employees at no cost, with the option to purchase family coverage.
- The position includes participation in an enhanced life insurance, long-term disability insurance, and AD&D insurance.
- All employees participate in the District's Retirement Plan.
- The District offers a voluntary IRS 125 flexible spending account and a deferred compensation program.
- 12.6 vacation days/year for new hires; up to 26 days/year for employees with 15+ years.
- 12 sick days/year.
- 12 paid holidays per year, plus 1 floating holiday.
- The District is an eligible employer under the federal Public Service Loan Forgiveness (PSLF) student loan program. More information: <https://studentaid.gov/pslf/employer-search>.

EVALUATION PROCESS

Applications are due by noon on Friday, February 27, 2026.

Interested individuals must submit (1) official SBCAPCD application signed by applicant (2) detailed resume, (3) ideal candidate statement, and (4) complete supplemental questions. Please visit our website at www.ourair.org to download an application. Application material may be emailed to employment@sbcapcd.org, mailed or delivered to the District's main office located at 260 N. San Antonio Road, Suite A, Santa Barbara, CA., 93110, Attention: Leticia Gomez. Mailed applications must be postmarked no later than Friday, February 27, 2026. An eligibility list for this position will remain in effect for three months from the date it is established.

Application materials will be reviewed for completeness to establish whether candidates meet the minimum qualifications of the position. This determination will be based solely on the information provided by applicants in the requested materials. Applicants who best meet the minimum qualifications and receive a passing score of 70% on the supplemental questions will be invited to participate in the interview process. Interviews are tentatively scheduled on April 8th.

SUPPLEMENTAL QUESTIONS

Air Quality Specialists must effectively communicate through written correspondence and be able to analyze data. The supplemental questions are an opportunity for you to demonstrate your ability to effectively communicate in writing and visually present complex information to the public. You will be scored on content, grammar, spelling, tone, style and accuracy (Total of 30 points).

1. Describe a significant air quality challenge that impacts Santa Barbara County and discuss potential solutions to address this challenge.
2. Describe an idea for a new clean air grant or incentive program that reduces air pollution and benefits people and/or businesses in our communities. Discuss key factors that will lead to the program's success.
3. How is air quality affected by transportation infrastructure and land use decisions?

CONDITIONAL JOB OFFER

Once a conditional offer of employment has been made, the candidate will be required to successfully complete a background check, which includes conviction history check, and satisfactory reference checks.

In compliance with the Americans with Disabilities Act, individuals needing special accommodations to participate in the recruitment process must contact the Santa Barbara County Air Pollution Control District Human Resources Department in writing of the type and extent of accommodation no later than the final filing deadline.

