



Midpeninsula Regional Open Space District - *JOB ANNOUNCEMENT*

Fleet Services Program Manager

(classification title: Management Analyst II)

Annual Salary Range: \$129,352 - \$161,571
plus full benefits including CalPERS Pension

Application Deadline: March 15, 2026

The Midpeninsula Regional Open Space District (Midpen) is seeking a self-motivated and highly experienced fleet professional to join our team as our next Fleet Services Program Manager! The newly created position offers an opportunity to join our cohesive team while being responsible for the management of the District's vehicle and equipment fleet used in the construction, maintenance, restoration and repair of public trails and critical natural habitat in the foothills and ridges of the Santa Cruz Mountains. The Fleet Services Program Manager is a skilled and forward-thinking professional with fleet management expertise, strong budgeting and administrative skills, regulatory compliance experience, and a passion for innovative fleet management solutions. The start date for this position is May 18, 2026 at the latest.

About Midpen: Midpen helps plants, animals and people thrive throughout the greater Santa Cruz Mountains region by preserving a greenbelt of more than 70,000 acres of public open space with 250 miles of trails in 27 extraordinary preserves, permanently protected for natural resource conservation and ecologically sensitive public enjoyment and education. Midpen is a public agency with a focused mission that guides our work, and where every employee makes an impact. If you are looking for an outstanding opportunity to contribute to the legacy of open space protection, natural resource restoration and outdoor recreation, working with an incredible team of like-minded colleagues, we invite you to apply for this position! At Midpen, we believe open space is for all. Our public lands are shared spaces provided for the community by the community. All people, regardless of background, deserve respect, dignity, safety, and a sense of belonging. Midpen welcomes all people to enjoy the public open space preserves we hold in trust, supporting the mental, physical, and social well-being of our region.

About the Position: The Fleet Services Program Manager will oversee the full cycle of our vehicle and equipment fleet, from budgeting and acquisition to maintenance, compliance, and replacement. This position plays a critical role in ensuring safe, reliable, and sustainable fleet operations by managing contracts, developing specifications, coordinating repairs, and leading asset management strategies. The ideal candidate will bring strong technical expertise in fleet and equipment maintenance, proven experience with budgeting and program administration, skilled at ensuring regulatory compliance, and the ability to evaluate fleet needs and recommend cost effective solutions.

Strong communication, collaboration, interpersonal and problem-solving skills are essential for the position.

A Few Reasons Why You May Love This Job

- Collaborative work that directly supports Midpen's mission to protect and restore the natural environment and contributes to providing nature's benefits to everyone
- You'll be part of a talented and dynamic team of bright, energetic, and motivated professionals with a passion for the outdoors, trails, and preserving open space
- Excellent employee benefits, including medical, dental, vision, tuition reimbursement, and a retirement pension through California Public Employees Retirement System (CalPERS)

Education & Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Equivalent to an associate degree in fleet management, business administration, public administration, or a closely related field and
- Four (4) years of full-time experience in administration of a fleet or equipment maintenance program or facility, including at least one year at a lead or supervisory level.

Licenses and Certifications: Possession of a valid California Driver's License.

Work Environment: This full-time position reports to the Facilities & Fleet Manager and is part of the Facilities & Fleet Department at Midpen's Administrative Office in Los Altos, California. Midpen offers a hybrid office/telecommute work schedule for this position following successful onboarding and may be eligible for a 9/80 schedule. To meet service needs, three days of working on-site is required per week – set days are Tuesdays, Wednesdays and Thursdays in the office. The Fleet Services Program Manager will often meet with Midpen staff in the district field offices. Employees may work in the field and occasionally be exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, or road hazards. Must possess the ability to lift, carry, push, and pull materials and objects weighing up to 25 pounds.

Benefits: Please see the [Benefits](#) page on Midpen's website for details.

How to Apply: Apply online at [CalOps.org](https://calops.org).

Application deadline is March 15, 2026. Applicants with the most relevant experience and qualifications suitable for the position will be contacted for an interview.

The following application items are required to be considered:*

1. Fully completed CalOps employment application
2. Cover letter
3. Resume
4. Supplemental question responses

**Incomplete CalOps employment applications, or applications without the required application items listed here, will not be considered for the position.*

Recruitment Timeline (We are unable to accommodate individual schedules):

First interview (virtual): March 19, 2026

Final interview/Written Exercise (in-person): April 9, 2026

A note to applicants who currently live outside of the San Francisco Bay Area: compensation in California often reflects the region's significantly higher cost of living. Before applying, and if you haven't done so already, we strongly encourage you to assess whether relocation is practical for you. Please research housing costs, relocation expenses, and commute times to Los Altos from outlying areas.

Midpen reserves the right to limit or deny off-duty employment or business ownership which creates a conflict of interest or an incompatibility with District employment. Information can be found in the Personnel Policies and Procedures Manual [Section 4.13 Off-Duty Employment and Business Ownership](#).

Midpeninsula Regional Open Space District is an Equal Opportunity Employer
Applicants with disabilities may request reasonable accommodation by contacting the Human Resources department at
(650) 691-1200 or via email at hr@openspace.org.

Put your passion for Open Space to work!