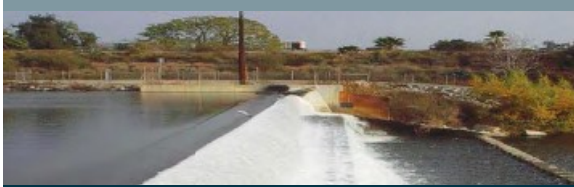


Manager of Engineering



Annual Salary is \$122,366 - \$163,667
depending on qualifications.





About the WRD

The **WATER REPLENISHMENT DISTRICT OF SOUTHERN CALIFORNIA (WRD)** is the largest groundwater agency in the State of California, managing and protecting local groundwater resources for four million residents. WRD's service area covers a 420-square-mile region of southern Los Angeles County, the most populated county in the United States. The 43 cities in the service area, including a portion of the City of Los Angeles, uses about 250,000 acre-feet (82 billion gallons) of groundwater annually which accounts for approximately half of the region's water supply.

WRD ensures that a reliable supply of high quality groundwater is available through the use of recycled water and storm water capture. WRD is responsible for monitoring and testing groundwater throughout the region using effective management principles.

The Mission of WRD is "To provide, protect and preserve high-quality groundwater through innovative, cost-effective and environmentally sensitive basin management practices for the benefit of residents and businesses of the Central and West Coast Basins."

WRD was formed by a vote of the people in 1959 for the purpose of protecting the groundwater resources of the Central and West Coast Groundwater Basins. Prior to the formation of the District in 1959, unregulated and unmanaged over-pumping caused many water wells to go dry. Along the coastline, groundwater levels dropped below sea level, allowing the salty ocean water to seep into and contaminate the freshwater aquifers. Today, WRD protects the basins through artificial groundwater replenishment, ensuring that aquifers maintain healthy levels. WRD further protects the basins from seawater intrusion by injecting water into wells along the coastline to keep the ocean from further contaminating the fresh groundwater.

The Position

The Manager of Engineering works under policy direction leading the day-to-day administration of the District, and overseeing the planning, organizing, integrating, directing, managing and evaluating the activities, operations, administration, and services of the engineering department including the planning and execution of capital improvement projects and programs for accomplishing the District's short- and long-term goals and objectives.

The incumbent directs and manages the development of short and long-term capital improvement project and program goals and objectives, consistent with the Strategic Plan and annual business plan, and ensures their effective execution; ensures all assigned engineering operations and functions are completed according to budgets, timelines, and professional, technical, and legal requirements, and serves the needs of District's stakeholders in the Central and West Coast groundwater basins, while complying with applicable laws and regulations; serves as the District Engineer; and performs related duties as assigned.

The Ideal Candidate

- Possesses a solid career history that demonstrates a proven track record of strong engineering and operations related experience.
- Is highly adaptable, flexible and politically astute in dealing with ever-changing expectations.
- Has a strong ethical framework and maintains high standards.
- Possesses a diplomatic demeanor complemented by strong administrative and interpersonal skills; and Is an effective communicator able to work collaboratively throughout the organization.
- Has strong organizational and management skills to meet deadlines and expected project deliverables.
- Has an appreciation of emerging technology and is aware of best practices in the water reclamation and utility industry.
- Is a skilled manager in dealing with the financial aspects of managing projects and resources.
- Has the proven ability to quickly assess complex situations and develop creative solutions.
- Has demonstrated experience with supporting and coaching staff.
- Possesses knowledge of civil/hydraulic engineering principles and practices; computer principles related to engineering problems; groundwater management, recharge and storage; well design, operation, and maintenance; water system planning, design, construction, and maintenance; water treatment plant design, processes, and operation; feasibility studies and cost estimating; project management; budget management; contract and construction management; and water banking projects and practices, including design and construction of related facilities (recharge ponds, groundwater wells, seawater intrusion barrier systems, etc.); and federal, state regulations and local challenges facing local government agencies.
- Has excellent written and oral communication skills, with an ability to understand and speak to the concerns of stakeholders and partners.

Benefits

The Water Replenishment District offers excellent benefits which include:

Medical: Medical, dental, and vision.

Annual Leaves: Vacation, holidays and sick leaves.

Life Insurance: Employer paid life insurance.

Disability Insurance: Employer paid short-term and long-term disability.

Retirement: CalPERS with Social Security. 2% at 62 for new CalPERS members. Prior organizational formula for "classic" CalPERS members with less than a six month break in service from another CalPERS agency.

Deferred Compensation: Available (457(b) and a 401 (a)) plans.

Further benefit details can be provided upon request.



Primary Position Responsibilities

- Plans, organizes, monitors, integrates and evaluates the work of engineering department; provides leadership and works with management team members to ensure a high-performance work environment consistent with sound management principles and District mission; directs development of the Engineering Department's operating and capital improvement budgets; monitors implementation of adopted budgets; exercises executive responsibility for achieving business, operational and/or program results and outcomes through integrating, harmonizing and prioritizing resources, processes and results of the department.
- Develops, implements and monitors short and long-term plans, strategic goals with assigned managers and staff; and objectives focused on achieving District mission, vision, strategic plan, core values and Board priorities.
- Provides leadership and works with assigned team to develop and retain highly competent, service-oriented staff ; plans and evaluates performance of assigned managers and staff; establishes performance requirements and personal development targets; monitors performance and provides coaching; recognizes performance; takes disciplinary action as needed to address performance deficiencies, in accordance with the District's human resources policies.
- Advises the executive managers and Board and others on engineering issues; develops, implements and administers comprehensive programs, policies, guidelines and procedures related to the engineering design and construction of the District's treatment facilities, groundwater barrier systems, and replenishment facilities; assembles necessary resources to solve a broad range of programmatic and service delivery problems in the delivery of engineering services; participates in the District's short- and long-range planning process for groundwater management needs and requirements; reviews and approves engineering design plans for treatment facilities, groundwater systems, and facilities to ensure conformance with District standards and policies.
- Participates in assessing regional groundwater needs and ensures engineering department objectives and priorities are focused on meeting those needs effectively, efficiently and with high quality service; directs development and implementation of departmental initiatives for service improvement/enhancement.
- Directs and coordinates the preparation of analyses and recommendations regarding policy issues and long-range plans to address groundwater basin needs.



Requirements

Education: A bachelor's degree from an accredited college or university with major course work in civil engineering or a closely related field.

Experience: Eight (8) years of progressively responsible management and administrative experience in the construction, operation and maintenance of a public water utility, at least two (2) years of which were focused on engineering management for a large groundwater basin; or an equivalent combination of training and experience.

Required License: Current, valid registration as a Professional Engineer from the State of California.

The Selection Process

The deadline to apply is November 11, 2018 before 11:30 PM PST.

[To be considered for this exciting opportunity, candidates should apply by clicking here!](#)

Qualified candidates are invited to submit a statement of interest and a focused resume detailing recent (within the past 10 years) experience and demonstrated career accomplishments relevant to this position along with their application and supplemental questionnaire. When describing projects and programs managed, please include the name of each employer, job title, size of project or program budget, number and composition of personnel supervised, scope of management responsibilities, functions managed, and dates of employment.

Each candidate's background will be evaluated on the basis of information submitted at the time of application, and qualified candidates will participate in a preliminary phone interview. Only the most qualified candidates will be invited to participate in a panel interview process, tentatively scheduled for early December 2018. Only the names of the most-qualified candidates who pass the panel interview process will be submitted to the selection committee for consideration for final selection.

Additional inquiries about the position may be directed to Bruce Davis at bdavis@rgs.ca.gov. Neither Regional Government Services nor the District are responsible for failure of internet forms or email transmission in submitting your application. Candidates with a disability who may require special assistance in any phase of the application or selection process should advise Human Resources by calling 650-587-7300 x43 or emailing bdavis@rgs.ca.gov.



Recruitment services provided by -

Regional Government Services

Bruce Davis

650.587.7300 x 43
bdavis@rgs.ca.gov

The District is an Equal Opportunity Employer.