The SAN DIEGO COUNTY WATER AUTHORITY invites you to apply for

ASSISTANT GENERAL MANAGER
The Organization
The San Diego County Water Authority is a progressive, independent public agency that serves as San Diego County’s regional water wholesaler. The Water Authority’s mission is to provide a safe and reliable supply of water to its 24 member agencies serving this semi-arid region’s $222 billion economy and its 3.3 million residents.

The 36 member Board of Directors serves as the legislative and policy-making body of the Water Authority. With an acute awareness of San Diego’s dependence on imported water sources, the Water Authority is executing a long-term strategy to improve the region’s water reliability by diversifying the region’s supply sources, making major investments in the region’s water delivery and storage system, and improving water-use efficiency. Through dynamic leadership, thoughtful planning, and prudent fiscal policies, the Water Authority is cost-effectively managing the region’s water portfolio, while continuing to diversify supplies to enhance future reliability.

The Vision
The Water Authority is known as one of San Diego region’s most reputable and progressive public agency. Over its history, and in partnership with member agencies, the Water Authority has had to overcome many obstacles to provide a reliable water supply to a thriving, semi-arid San Diego region. The agency has secured new supply sources to power the region’s economy and quality of life, and forged a reputation for bold thinking and big initiatives.

As a leader on water issues statewide, the Water Authority continues to be a forward-looking agency, striving to identify future challenges, anticipate opportunities, and respond quickly to the changing environment.

To sustain this success, secure a reliable water future and triumph over tomorrow’s challenges, the essential work of the Water Authority is embraced by the vision of the organization: Pioneering – taking calculated risks to try new methods or ideas; Visionary – seeking out new and innovative methods, welcoming diverse ideas and solutions; Agile – looking for ways to improve existing processes and improve efficiencies; and Driven – demonstrating resiliency and commitment to the essential work we do.

Challenges & Opportunities
- Executing and evaluating programs that support behavioral change in the way water is valued and used;
- State and Federal regulatory and legislative challenges;
- Protecting and securing the technical infrastructure against cybersecurity threats;
- Addressing the impacts of climate change on water planning, and water resources, and implementing business-focused measures to minimize impacts on the environment;
- Redeploying staff resources from capital project development to support the operations of additional and more sophisticated and complex facilities;
- Continuing the focus on the development of additional supply sources and increased water use efficiency;
- Maintaining a strong financial position while being sensitive to the impacts of increases in rates and charges to all member agencies;
- Addressing the implications of major trends shaping the workforce; and
- Maximizing the use of cost effective technology to enhance business processes, including decision support programs.

The Position
The Water Authority is seeking an innovative and dynamic Assistant General Manager who will assist and support the General Manager in the planning and execution of programs and projects for accomplishing the Authority’s short- and long-term goals and objectives. This position reports directly to the General Manager. Within assigned areas of responsibility, the position operates with substantial latitude and discretion to execute the policies of the Board of Directors in serving its member agencies’ water needs, both currently and in the long-term, while operating in a rapidly changing environment.

The General Manager’s Office manages and directs the activities of the Water Authority. Specifically, the General Manager’s Office: implements the Board’s Strategic Plan and policies through the programs of the General Manager’s five-year Business Plan; provides oversight of the Water Authority’s extensive infrastructure system; communicates and advocates adopted policy positions and programs of the Water Authority to local, state, and federal officials and agencies; and provides staff assistance to the Board of Directors.

The General Manager’s Office also oversees the direct expenses of the Board of Directors and several other individual divisions, including the Energy Program, Human Resources, Clerk of the Board, Government Relations, and Innovation.
The position is vacant due to a retirement. It reports directly to the General Manager, is one of two Assistant General Managers, and is responsible for executive oversight of core business and water supply initiatives. The specific department oversight and program assignments of the Assistant General Manager will be dependent on the selected candidate’s skillset and background. Along with the General Manager, the Deputy General Manager, and the other Assistant General Manager, the position serves as a key executive in the Water Authority Team and is expected to add to the strategic leadership and best practices of the organization.

Competencies & Skills
Candidates must possess a broad range of skills which demonstrate the ability to provide administrative direction with emphasis on the following core competencies:

- **Creativity & Innovation**: models, leads, trains, and motivates multiple levels of personnel to be excellent in innovation. Has the ability to foster and initiate new ideas, methods and solutions to enable the organization to shift quickly enough to adapt to changing environments.
- **Collaboration & Teamwork**: promotes a spirit of cooperation with other members of the group, champions an environment that supports effective teamwork, and has the trust and respect of the team.
- **Strategic Leadership**: sets an example that urges the organization toward change, creative problem solving, and action. Has a personal orientation toward action and accepting responsibility for results. Is skilled in removing barriers that delay progress toward stated organizational goals and objectives.
- **Staff Effectiveness**: possesses the ability to promote the development and performance of staff and employees throughout the organization. Is a skilled motivator with talents in coaching and mentoring, team leadership, and creating a work environment that encourages responsibility and decision making at all organizational levels.
- **Policy Facilitation**: helps the governing body and other internal and external stakeholders work toward and achieve common goals and objectives. Requires knowledge and experience in group dynamics and political behavior; skill in communication, facilitation, and consensus-building techniques.
- **Sound Judgment and Ethical Stewardship**: promotes and demonstrates an ethical culture, a key leadership responsibility. A proven record of advancement and personal stability with past employers must be evident. This is a position of public trust; personal integrity and ethics must be beyond approach.

Experience & Education
This position requires substantial, progressively responsible experience that demonstrates the ability to provide leadership, management, and accountability to a highly complex organization. A candidate must have a combination of public sector managerial and technical skills. A typical way to obtain the knowledge, skills and abilities outlined above is graduation from a four-year college or university with a major in public or business administration, communication, or a closely related field; a Master’s Degree is highly desirable and at least 10 years of progressively responsible experience in public agency administration or management; or an equivalent combination of training and experience.

Candidate Profile
The ideal candidate will have a passion for the profession and a commitment to public service. This position requires a person with a high-energy level, flexibility, and willingness to implement leading-edge solutions. This candidate must effectively engage with the members of the Board of Directors, Member Agencies, industry and community members, and have a demonstrated ability to build alliances with all stakeholders. Candidates must have the ability to exercise tact and diplomacy in dealing with sensitive, complex and confidential issues and situations.

The position requires a strategic business perspective. The Assistant General Manager must be an innovative thinker, effective leader of people and processes, and able to utilize and develop the talents of staff and subordinates to carry out the mission of the Water Authority. The Assistant General Manager must be a knowledgeable, politically astute, imaginative, and diplomatic leader.

Salary and Benefits
The San Diego County Water Authority has established an annual salary range of $169,008 to $228,156. The Water Authority offers an outstanding benefit package, including medical, dental and vision coverage for employees and their dependents. Water Authority employees participate in the California Public Employees Retirement System. Deferred compensation plans are available, with contributions made by the Water Authority.

Application and Selection Process
To be considered for this position, please submit a Water Authority job application, along with attached resume and salary history, by **May 3, 2017**. Resumes will not be accepted in lieu of a completed application. All applications are to be submitted online at the San Diego County Water Authority website at sdcwa.org. On About Us, select Careers, Job Opportunities.

All application and resume materials will be evaluated in relation to the criteria outlined in this posting. Highly qualified candidates with the most relevant qualifications will be invited to continue in the selection process, which may consist of an oral board interview, presentation delivery and/or other appropriate screening devices.

The Water Authority would like to have the successful candidate in place as soon as possible.

**Filing deadline is May 3, 2017 at 12:00 a.m. P.D.T (midnight).**

If you have any questions regarding this position, please contact Human Resources Manager, Gretchen Spaniol, at (858) 522-6661.
Join the Water Authority’s Award Winning Team

Emergency & Carryover Storage Project
- 2017 Outstanding Civil Engineering Achievement Award of Merit
  American Society of Civil Engineers
- 2016 Excellence in the Constructed Project
  United States Society on Dams
- 2016 Global Best Projects Award of Merit in Water/Wastewater
  Engineering News-Record

Claude “Bud” Lewis Carlsbad Desalination Plant
- 2016 Desalination Plant of the Year
  Global Water Intelligence
- 2016 Grand Golden Watchdog Award
  San Diego County Taxpayers Association

Claude “Bud” Lewis Carlsbad Desalination Plant Media Kit
- 2016 Bronze Bernays Mark of Excellence
  Public Relations Society of America – San Diego/Imperial Counties

“When in Drought: Save Every Day, Every Way” Campaign
- Best Water Program (Medium Water Agency)
  California Municipal Utilities Association

2016 WaterSmart Exhibit
- H.W. Buckner Cactus & Succulent Garden Award
  San Diego County Fair & Garden Show

Other Awards
- 2016 Sustainable Water Utility Management
  Association of Metropolitan Water Agencies
- Achievement of Excellence: Procurement for 2016
  National Procurement Institute
- Operating Budget Excellence: Fiscal Years 2015 & 2016
  California Society of Municipal Finance Officers
- Distinguished Budget Presentation: Fiscal Years 2016 & 2017
  Government Finance Officers Association