

General Manager

Committed to providing the highest quality water for the lowest feasible cost and to serving our customers with diligence, efficiency, and integrity.



Your Next Career Move – Carmichael Water District

Located in the beautiful Sacramento Valley, Carmichael is home to scenic parkways, bike trails, and the American River. Within Carmichael Water District's (District) boundaries, is the multi-acre Ancil Hoffman Park and the Effie Yeaw Nature Center, which includes a challenging 18-hole golf course and access to the American River, including bike trails, boat and kayak access, and the perfect environment for fishing. The District is proud to be a part of this remarkable community.

The District covers approximately eight square miles and a population of over 38,000. The District currently employs 29 full time employees with the responsibilities of providing water treatment and delivery, administration, financial services, engineering, field operations, maintenance services, water efficiency and public information services to the District's customers. The District maintains over 154 miles of water lines and supplies an average of 9,000 acre feet annually to its customers. As an active member in the community, the District regularly engages in local, regional, and state water resource management activities, organizations, and associations. The FY2020 budget is approximately \$14 million.

To learn more or to view a complete job description, go to: www.carmichaelwd.org

Why Choose Carmichael Water District?

Carmichael Water District is one of the premier water agencies in California. It has received numerous safety, planning, management, and operations awards from a variety of professional associations. This recognition comes from excellent executive leadership, an informed and strategic board of directors, and purpose-driven employees committed to the District's success.

District Awards:

- » 2018 Excellence in Safety Award (SCI)
- » 2018 Excellence in Water Leadership Award (ACWA)
- » 2017 Integrated Water Resources Management Award (ARWA)
- » 2016 Outstanding Environmental Award (SEC)
- » 2009 Engineering Excellence Award (ACEC)
- » 2008 Award for Responsible Energy Stewardship (SMUD)
- » 2004 Agency Award for Excellence (ACWA)
- » 2003 Clair Hill Award



About the District's Governing Board

The District is governed by a five-member Board of Directors. Each Director represents their division (Divisions 1-5) and the ratepayers as a whole. The Directors are elected by the customers of the District and serve four-year staggered terms. The Board is a well-established, long-tenured group and includes several professionals who have spent considerable time in the field of resource management, engineering, and environmental issues in their professional careers.

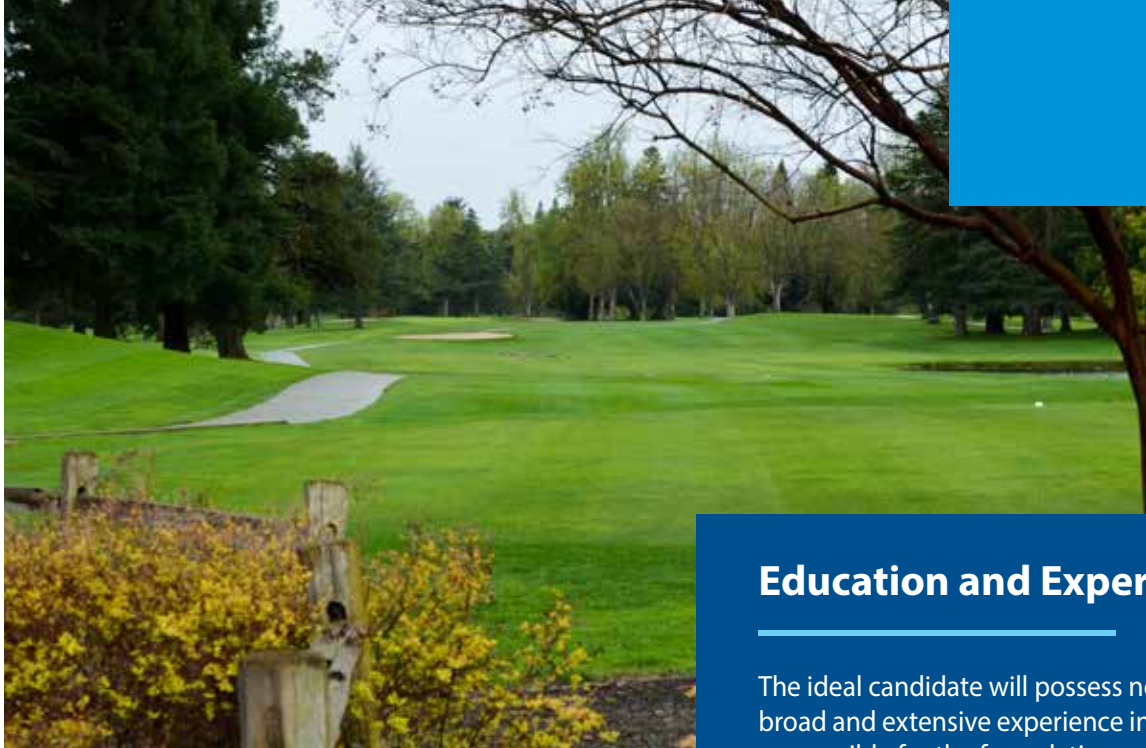
Our Ideal Candidate

Carmichael Water District seeks a professional manager who is an expert in the field of water resource management. This person is a leader in the industry who can hit the ground running and won't require significant time to become familiar with issues pressing to the District. The Board desires a collaborative leader who will engage with local and regional partners in advancing policies, regulations, and cooperative projects for the District. Extensive experience working with regional water authorities is a plus. The next General Manager should be able to build positive relationships with District staff, business groups, land developers, project stakeholders, and members of the public. The next General Manager will actively and effectively represent the District in outwardly focused interests; serve as the primary point of contact for local, State, Federal, and environmental agencies; and will be the face of the organization.

Upcoming Projects, Initiatives, and Issues

The District is currently designing a new 3-million-gallon storage tank, located at the La Vista well site, which is scheduled for completion in 2022. Additionally, the General Manager will actively engage in water transfers and constructing other surface water sources to address long term water supply reliability including dry year supplies. The General Manager will continue with the capital asset replacement program to address aging infrastructure.

Internally, the next GM will address upcoming staff turnover that will reshape the District as approximately 25% of the workforce is slated to leave the organization over the next five years. The next General Manager should have a financial background (Budgeting, Forecasting), strong human resources background, including workforce development & training, and mentoring, to ensure the continuity of exceptional services currently provided by the District.



Compensation and Benefits

The salary for this position is **\$150,000 - \$180,000** depending on qualifications and experience, as well as a generous benefit package. Compensation package is negotiable.

Benefits:

- » CalPERS retirement (Classic and PEPRA memberships)
- » 457 deferred compensation (Matching Program)
- » Vacation (12 days starting)
- » Sick leave (12 days/year)
- » 12 paid holidays + 1 floating holiday
- » Administrative leave
- » 100% medical, dental, and vision insurance for its employees and their dependents

Education and Experience

The ideal candidate will possess no less than eight years of broad and extensive experience in a management position responsible for the formulation and implementation of programs, budgets, and administrative operations, with at least six years of increasingly responsible management or supervisory experience related to business, public administration, or engineering programs and functions. At least three years of managerial experience should be in a public agency. Working with an elected council or board in a comparably sized organization is required. A Bachelor's degree with major course work in Business, Public Administration, Engineering, or closely related field is required, with a Master's degree preferred.

Application and Selection Schedule

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues) by the first resume review date of **Sunday, December 1, 2019**. Resume should reflect years **and** months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://secure.cpsshr.us/escandidate/JobDetail?ID=574>

For further information contact:

Teresa Webster
CPS HR Consulting
(916) 471-3462
twebster@cpsshr.us
Website: www.cpsshr.us



Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the Board of Directors. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.