



COACHELLA VALLEY WATER DISTRICT

Engineering Manager



THE DISTRICT

Formed in 1918 by local residents, the Coachella Valley Water District (CVWD) was created to protect and conserve the region's vital water resources. Over the past century, CVWD has grown into a multifaceted public agency providing a full range of water-related services — including delivering irrigation and domestic water, collecting and recycling wastewater, providing regional stormwater protection, replenishing groundwater basins, and promoting long-term water conservation.

The Coachella Valley's perfect winter climate attracts tens of thousands of seasonal visitors and part-time residents each year. People from across the nation and around the world come to enjoy world-class golf, tennis, polo, swimming, hiking, spas, fine dining, and luxury shopping. These thriving industries are possible thanks to CVWD's long-standing commitment to responsibly managing and safeguarding the desert's precious water supplies. In addition, Coachella Valley offers a uniquely appealing location thanks to its proximity to four major cities - Los Angeles, San Diego, Phoenix, and Las Vegas - while maintaining a relaxed desert charm. Nestled just a couple of hours from LA and San Diego, and within reach of the entertainment capital of Las Vegas, it serves as a peaceful yet connected retreat.

CVWD's service area spans approximately 1,000 square miles — from Desert Hot Springs in the north to the Salton Sea in the south — primarily within Riverside County, with smaller portions extending into Imperial and San Diego counties.

CVWD is a special district established by the state legislature and governed by a five-member Board of Directors elected to four-year terms by district voters. Each director represents a specific division but is elected at large. The Board sets policy, ensures accountability, and represents the interests of all ratepayers.

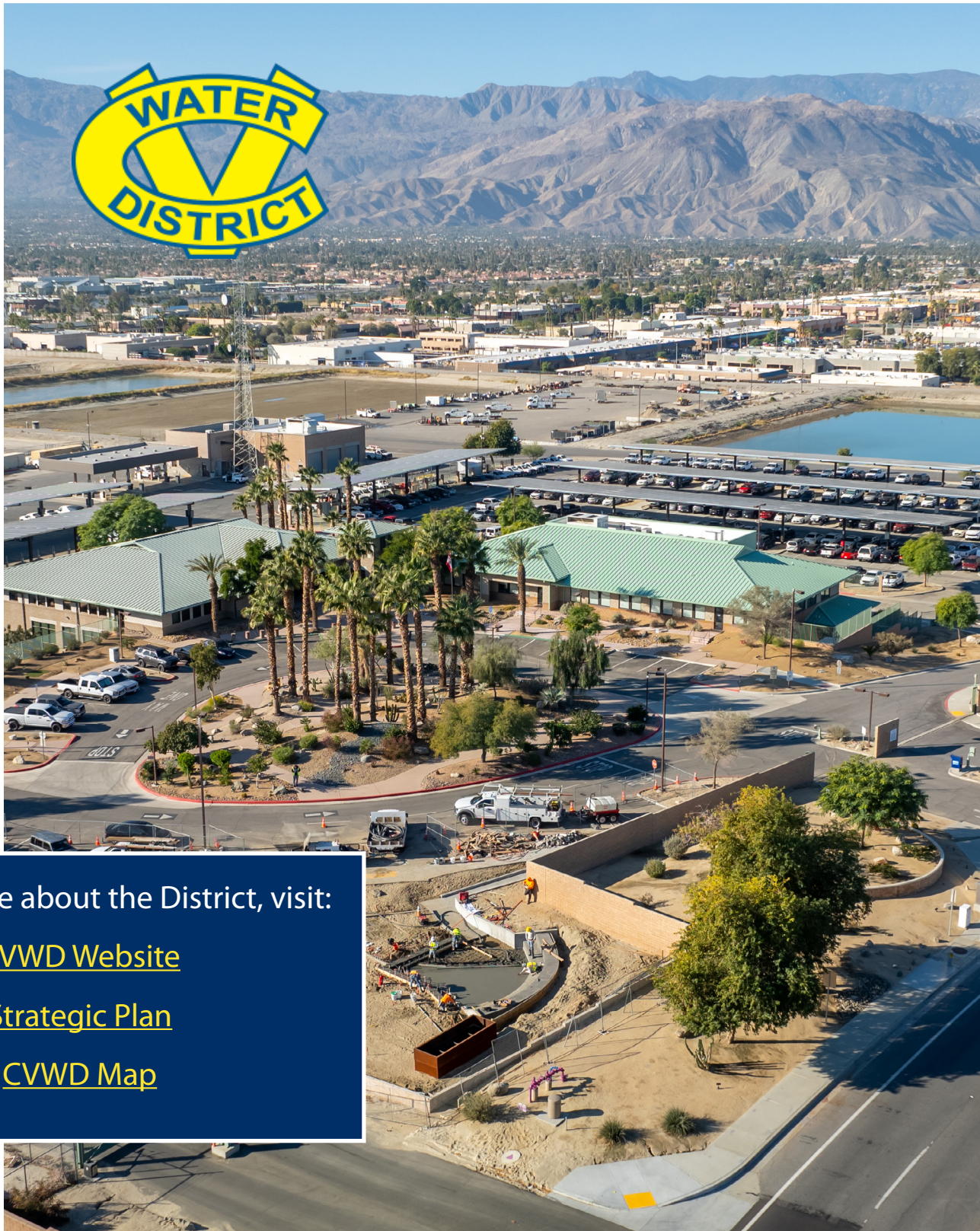
Rooted in agricultural irrigation, CVWD today serves the water-related needs of a growing population of more than 270,000 residents across its 1,000-square-mile service area. CVWD provides:

- » Water service to more than 114,000 customers
- » Groundwater replenishment
- » Agricultural irrigation for 63,000 acres of farmland
- » Sewer service to more than 94,000 customers
- » Stormwater protection for most of the Coachella Valley
- » Recycled and non-potable water for irrigating golf courses and large landscapes
- » Comprehensive water conservation programs



Mission Statement

To meet the water-related needs of the people through dedicated employees, providing high-quality water at a reasonable cost.



To learn more about the District, visit:

[CVWD Website](#)

[Strategic Plan](#)

[CVWD Map](#)

■ THE POSITION

The **Engineering Manager** is a key leadership position responsible for planning, organizing, and managing the staff, operations, and activities of the Engineering Division. Reporting to the Director of Engineering, this role oversees the planning, design, and construction of the District's capital improvement projects and ensures the effective delivery of high-quality professional engineering services.

This management-level position carries significant accountability for division operations, budget administration, policy development, and program implementation. The Engineering Manager provides technical and managerial leadership across a broad portfolio of infrastructure projects involving water, wastewater, and irrigation systems. Responsibilities include managing consultant contracts and requests for proposals, overseeing design quality control, addressing project design and construction issues, reviewing hydraulic modeling analyses and water demand studies, and ensuring compliance with regulatory requirements.

The Engineering Manager plays a vital role in driving organizational efficiency and service excellence. The position manages division resources to improve productivity and customer service, evaluates policies and procedures to identify opportunities for enhancement, and ensures capital projects are delivered on schedule and within budget. The role also serves as a liaison with other District departments, regulatory agencies, community stakeholders, and professional organizations.

In addition to project oversight, the Engineering Manager provides direct supervision to professional, technical, and administrative staff, selecting, mentoring, evaluating, and supporting a high-performing team committed to safety, innovation, and continuous improvement.

This is an exceptional opportunity for a collaborative and forward-thinking engineering leader to guide complex infrastructure initiatives and support the long-term reliability and sustainability of the District's utility systems.

■ THE IDEAL CANDIDATE

The ideal Engineering Manager is a technically accomplished and strategically minded professional who brings strong project management expertise and collaborative leadership experience within a public sector or utility environment. The successful candidate possesses extensive experience overseeing the planning, design, and construction of water, wastewater, and irrigation infrastructure projects, and is adept at managing multiple capital initiatives simultaneously while balancing budgets, regulatory compliance, stakeholder expectations, and technical requirements. They demonstrate strong analytical skills, including experience with hydraulic modeling, demand forecasting, and long-range infrastructure planning, and are comfortable administering division budgets, managing consultant contracts, and overseeing RFP processes with diligence and accountability.

The ideal candidate is also a people-centered leader who values mentorship, accountability, and continuous improvement. They foster a high-performing team culture, provide clear direction and constructive feedback, and develop staff capabilities through coaching and professional development. A strong communicator and relationship builder, this individual effectively collaborates with internal departments, contractors, developers, regulatory agencies, and community stakeholders, navigating complex technical and organizational challenges with professionalism, tact, and sound judgment. Competitive candidates will possess a bachelor's degree in engineering, registration as a California Professional Engineer, and progressively responsible experience in engineering program management and capital project delivery.

COMPENSATION AND BENEFITS

The annual salary range for this position is **\$179,832 - \$251,088** dependent on experience and qualifications. Annual salary includes an attractive benefit package that includes:

- » **Medical:** Coverage for employee and dependents
- » **Life Insurance:** Employee insured for 1.5 times annual salary
- » **Retirement:** CalPERS - Classic Employees contribute 8% of Salary / 2.5% @ age 55 - PEPRAs Employees contribute 7.75% of Salary / 2.0% @ age 62
- » **Alternative Work Schedule:** Option to work a 9/80 schedule - Every other Friday or Monday scheduled as a regular day off
- » **Holidays:** 14 Holidays observed per year - 9 District established holidays - 40 Floating Holiday hours to be used at employees' request
- » **Vacation:** 80 Hours per year for the first five years of continuous employment - 120 Hours per year of continuous employment for years six through ten - 160 Hours per year thereafter
- » **Sick Leave:** Accrue 96 hours of sick leave per year
- » **Supervisor Leave:** 16 hours of supervisor leave per fiscal year
- » **Educational Reimbursement:** \$3,000 Per fiscal year for approved courses benefiting the District - \$7,000 Per fiscal year for upper division classes or degree program

To view the full list of benefits, click [here](#).

APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of three work-related references (one supervisor, one direct report, and one colleague, who will not be contacted until final stages and only with prior permission of the candidate). 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://www.cpsr.us/recruitment/2596>

For further information contact:

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Individuals deemed most qualified will be presented to the District. An appointment is expected after finalist interviews and extensive reference and background checks that will be coordinated with the successful candidate.

