



# GENERAL MANAGER

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As the next General Manager of the Kern County Water Agency, lead an organization that manages both treated and agricultural water portfolios while enjoying an affordable and comfortable quality of life in California's Central Valley.

## THE COMMUNITY

Kern County spans the southern end of the California Central Valley and ranges west to the southern slope of the Coast Ranges and east beyond the southern slope of the eastern Sierra Nevada into the Mojave Desert. The county's topography includes mountains, deserts, forests, and the Kern River. Kern County is known for its large agricultural base and is a significant producer of oil, natural gas, hydro-electric power, wind turbine power, and geothermal power. While Kern County is one of the fastest-growing areas in the United States in terms of population growth, it has managed to retain its sense of small-town community. Residents of Kern County demonstrate hospitality and a deep commitment to each other and to their community.



The City of Bakersfield is the county seat. With a population of just under 500,000, Bakersfield is the ninth largest city in California, ranked between Oakland and Anaheim. Without the pressure to earn a high income to cover the cost of housing, residents here have more time to focus on passion projects and building a better community – ultimately making a real impact in the lives of their family, friends, and community. Job growth and Bakersfield's economic outlook are also strong ingredients influencing the trend of people relocating to Bakersfield. There is a strong education system in Bakersfield, which includes 37 private schools and 50 public elementary, middle and high schools. Twelve high schools are recognized on U.S. News & World Report's Best High Schools rankings. California State University, Bakersfield and Bakersfield College both offer opportunities in education. Bakersfield also offers a variety of hospitals throughout the area to provide residents a full range of medical care.

The Bakersfield area offers a vast array of farm-to-table restaurants and breweries, music festivals, and hiking trails — exactly what you'd expect to find in a major up-and-coming city. With more than 170 miles of bike trails, lanes and paths, the area is made for bike adventures. The 30-mile paved Kern River Parkway Trail winds through preserved riparian habitat where you might see rabbits, roadrunners, and other protected wildlife. Bakersfield is the nation's top city for family activities and fun with options such as the Valley Children's Ice Center, McMurtrey Aquatic Center, California Living Museum, Buena Vista Museum of Natural History and Science, Bakersfield Music Hall of Fame and Museum of Art, Buck Owens' Crystal Palace, several local live theater venues, the downtown Art Trek which features 90 pieces of public art, and Mill Creek which offers an opportunity to visit five countries in its Sister Gardens and feed the ducks on the lagoon. Nearby Lake Ming, Lake Isabella, and Buena Vista Aquatic Center are popular with boaters, anglers, and jet skiers.



## THE AGENCY

The Kern County Water Agency (Agency) was created by an act of the California Legislature and ratified by the electorate of Kern County in 1961. The Agency was granted the authority to acquire and contract for water supplies for the San Joaquin Valley portion of Kern County, with additional power to control flood and

storm water, drain and reclaim land, store and reclaim water, protect the quality of groundwater, and conduct investigations relative to water resources.

The primary focus of the Agency, working with other water entities, is to coordinate management of the water supplies of the San Joaquin Valley portion of Kern County, with particular emphasis on State Water

Project (SWP) supplies, in order to enhance the local economy. **The Agency is the second largest participant in the State Water Project** (SWP), a water storage and delivery system of reservoirs, aqueducts, power plants and pumping plants. The SWP, which extends for more than 600 miles (two-thirds of the length of California) was planned, built, and is operated by the California Department of Water Resources. The Agency has long-term contracts with 13 local water districts, called Member Units, and Improvement District No. 4 for SWP water.

Improvement District No. 4 (ID4) was formed by a resolution adopted by the Agency Board of Directors in 1971 to provide a supplemental water supply for portions of the metropolitan Bakersfield area through the importation of water from the SWP. The imported supply is delivered directly to recharge areas for direct replenishment of the underlying groundwater aquifer or to the Henry C. Garnett Water Purification Plant for treatment and delivery to in-district water purveyors.

Since 1977, the Henry C. Garnett Water Purification Plant has provided drinking water to homes and businesses within the northern and eastern portions of ID4's boundaries. The peaking capacity was expanded in 2011 to 90 million-gallons-per-day and began to supply water to the northwest metropolitan Bakersfield area. A conventional purification process is used to produce drinking water meeting all regulatory standards.

ID4 also administers a Water Education Program educating thousands of local students about Kern County's local and state water supplies, and the importance of water and its conservation. The program incorporates teacher workshops, curriculum materials, assemblies, classroom presentations and student contests.

In 1975, the Agency constructed the Cross Valley Canal (CVC) to move State Water Project (SWP) water from the California Aqueduct to urban Bakersfield. The CVC's capacity was expanded in 2005 to allow 1,422 cubic feet per second of flow. The CVC is a 22-mile facility connecting the California Aqueduct, local banking projects and districts, the Agency's Henry C. Garnett Water Purification Plant and the Friant-Kern Canal.

Groundwater plays an integral part in how water is managed in Kern County. ***The Agency owns and operates one of the earliest groundwater banking operations.*** The Pioneer Project covers 2,200 acres to store surface water supplies during wet years for later use during dry years through extraction.

The Agency works to improve groundwater levels and to monitor groundwater quality throughout Kern County, especially in the areas surrounding groundwater banking projects. The Agency collects, interprets and distributes groundwater data for the Southern San Joaquin Valley and Indian Wells Valley groundwater basins. This information is used for the operation of groundwater banking and recharge programs in the preparation of a variety of reports. Approximately 800 production wells and 200 monitoring wells are measured for groundwater levels on a semiannual basis within the Kern sub-basin of the San Joaquin Valley groundwater basin, and approximately 350 production and monitoring wells are measured monthly within the Kern River Alluvial Fan area.



The Agency has a seven-member, publicly elected Board of Directors, with each member representing a different geographical area (Division). Four General Managers have worked under the Board of Directors since the 1970's. Additional information regarding the Agency can be found on the Agency's website at: <https://www.kcwa.com/>

## THE POSITION AND IDEAL CANDIDATE

The General Manager reports to a seven-member Board of Directors and oversees the Agency's 67 staff members and \$365 million-dollar budget. Essential duties and skillsets include:

- Providing leadership and management in the development and implementation of Agency strategies, policies, and programs.
- Administering the annual budget and other financial functions.
- Managing personnel matters and workforce operations.
- Applying professional expertise to oversee water management and development.
- Maintaining standards and protocols in the areas of treated water quality and public health.
- Fostering positive working relationships with the Agency's Member Units and others by employing excellent communication and consensus building skills.

- Serving as a representative and spokesperson of the Agency with the media, elected policy makers and local, State, and Federal agencies to protect and enhance the Agency's interests.
- Overseeing capital project management to include new and upgraded infrastructure.
- Communicating with the Board of Directors on issues and the status of initiatives and projects within the Agency.

The Agency is a well-established organization seeking an ideal candidate to complement it, specifically someone who:

- Leads by example in building trust and resolving conflict. Honesty and integrity are essential.
- Remains calm under pressure and thinks through problems.
- Has the ability to adapt and work with a wide variety of internal and external customers and partners.
- Is a quick study in understanding the historical relationships between Member Units, other water districts, and entities like the County of Kern and the City of Bakersfield.
- Tackles issues head-on and is decisive while being comfortable making difficult decisions and taking responsibility.
- Is flexible and adaptable; comfortable operating in a gray area while using astute judgment.
- Works independently and can self-motivate while encouraging similar creativity at work in others.



For more information contact:



Josh Jones or Jill Engelmänn  
CPS HR Consulting  
Tel: 916- 263-1401  
Email: [jjones@cpsshr.us](mailto:jjones@cpsshr.us)  
or [jengelmänn@cpsshr.us](mailto:jengelmänn@cpsshr.us)

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with the Agency. A final selection will be made upon completion of comprehensive reference and background checks.

- Is a strong negotiator who is politically astute and can effectively advocate for a position.
- Can absorb, understand, and bring together a broad variety of thoughts and interests from Board members, staff, member representatives, and other stakeholders and build consensus, with a common direction.
- Can find a way to get things done.

In return, the Agency offers exciting professional challenges, and the recognition that comes with leading an agency that is well respected in both California and Washington, D.C. Many staff at the Agency have enjoyed long careers, creating a friendly work environment. Several exciting current and new projects await the new General Manager including the State's Delta Conveyance Facility.

## EDUCATION/ EXPERIENCE

### Education:

Completion of all course work and graduation with a Bachelor's degree.

AND

### Experience:

Five (5) years of professional level managerial experience is required. Administration of large/complex projects or program management is desirable. Experience in a public agency that is directly related to water resources facilities and systems is highly desirable.

## COMPENSATION AND BENEFITS

The successful candidate will receive a competitive salary, based on the candidate's qualifications and track record of success. The Board of Directors will negotiate a mutually agreeable employment agreement with the selected candidate. In addition to a competitive salary, the Agency also provides an excellent array of benefits including medical, dental, vision, life, short & long term disability, and long-term care insurance; defined-benefit retirement program through Kern County Employees' Retirement Association (KCERA); employer match to deferred compensation program, and generous leave allowances. For more information about benefits, please review this schedule of benefits: <https://executivesearch.cpsshr.us/flyer?file=ScheduleofBenefits.pdf>

*The Kern County Water Agency is an equal opportunity employer and selects the best matched individual for the job based upon job-related qualifications, regardless of race, religion, color, sex (including pregnancy, childbirth or related medical conditions), sexual orientation, gender identity/gender expression, national origin, ancestry, citizenship status, marital status, military/veteran status, pregnancy, age, medical condition, genetic information, status as a victim of domestic violence, assault or stalking, disability (physical or mental) or any other status protected by federal, state or local law.*

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The position is open until filled with first review of resumes on **Monday, November 4, 2019**. To be considered for this exceptional opportunity, please submit an electronic version of your resume (including dates of employment plus staff and budgets managed), cover letter, and the names of six professional references (two each of current or former: supervisors, direct reports, and colleagues) to: <https://executivesearch.cpsshr.us/JobDetail?ID=563>

