



KTWD
KERN-TULARE
WATER DISTRICT



KERN-TULARE WATER DISTRICT

District Engineer

Where Engineering Leadership Meets Water Stewardship

About Kern-Tulare Water District

Kern-Tulare Water District (KTWD) plays a vital role in supporting one of the nation's most productive agricultural regions overseeing approximately 19,600 acres of permanent crops situated in portions of Kern and Tulare Counties. KTWD is located within California's renowned southern San Joaquin Valley, a region recognized internationally for its agricultural productivity, entrepreneurial spirit, and strong connection to the land, as well as home to a diverse mix of crops including almonds, pistachios, citrus, and vineyards that contribute significantly to California's agricultural economy.

Founded in 1974, KTWD's service area lies near the communities of Delano and Bakersfield, providing convenient access to both a small-town charm and larger metropolitan amenities. The surrounding area offers a unique quality of life where agriculture, innovation, and community intersect. Residents enjoy a cost of living that is generally more attainable than many California communities while benefiting from proximity to major transportation corridors, outdoor recreation opportunities, and some of the state's most important agricultural enterprises.

The region's agricultural heritage creates a strong sense of community and purpose. Local growers, water agencies, landowners, and public officials work closely together to address water reliability, groundwater sustainability, and long-term resource management issues that are critical to the future of California agriculture. Professionals working in the area have an opportunity to make a tangible and lasting impact on both the regional economy and the stewardship of one of the state's most valuable natural resources.

KTWD plays a critical role in supporting agricultural water reliability through the management and delivery of surface water supplies, groundwater resources, groundwater recharge activities, and long-range water planning initiatives. KTWD receives water through the federal Central Valley Project and actively participates in groundwater banking and sustainability efforts designed to ensure the long-term viability of water resources for future generations. For professionals passionate about water resources, engineering, environmental stewardship, and sustainable agriculture, the region offers a rare opportunity to contribute to projects that have statewide significance while enjoying a close-knit and collaborative professional environment.

As water management challenges continue to evolve throughout California, KTWD has emerged as a leader in groundwater sustainability and regional water resource planning. KTWD is actively engaged in Groundwater Sustainability Agency (GSA) activities and implementation of the Sustainable Groundwater Management Act (SGMA), working collaboratively with regional partners, growers, landowners, and public agencies to develop practical and sustainable solutions to complex water management challenges.

KTWD's culture is characterized by innovation, collaboration, and stewardship. Employees enjoy the opportunity to work on meaningful projects that directly impact agricultural sustainability, water reliability, and the economic vitality of one of California's most productive farming regions.

For further information, visit the **Kern-Tulare Water District's** website at: <https://kern-tulare.com/>



About the Position

The District Engineer serves as a key member of KTWD's leadership team and plays a critical role in shaping the future of water management, infrastructure planning, and groundwater sustainability within the region. Reporting directly to the General Manager, this position provides both strategic and technical leadership for KTWD's engineering operations and Groundwater Sustainability Agency (GSA) programs.

This is a unique opportunity for an experienced water resources professional to help guide one of California's agricultural water districts through the evolving challenges of groundwater sustainability, infrastructure investment, regulatory compliance, and long-range water resource planning. The District Engineer serves as a trusted advisor to the General Manager and Board of Directors and works closely with landowners, agricultural stakeholders, regulatory agencies, consultants, and regional partners to advance the KTWD's mission and long-term objectives.

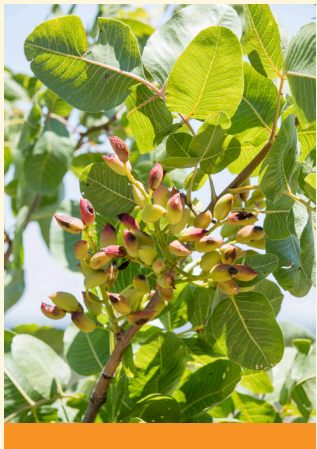
The position encompasses a broad range of responsibilities, from capital improvement planning and infrastructure development to groundwater monitoring, SGMA implementation, regulatory compliance, and environmental permitting. The District Engineer oversees critical engineering programs while helping develop and implement strategies that support sustainable water supplies, efficient operations, and responsible resource stewardship for future generations.

Beyond traditional engineering functions, the District Engineer serves as a leader in regional water management initiatives and plays a central role in advancing groundwater sustainability efforts throughout KTWD. The successful candidate will help develop and implement long-term water management strategies, oversee groundwater monitoring and reporting programs, coordinate with state and regional agencies, manage engineering consultants, pursue grant funding opportunities, and provide leadership to engineering staff.

KEY PRIORITIES FOR KTWD

- » SGMA/GSA leadership
- » Groundwater monitoring & compliance
- » Strategic planning
- » CIP implementation
- » Agency and stakeholder partnerships





The Ideal Candidate

This position offers an exceptional opportunity for a motivated and forward-thinking professional to make a lasting impact on agricultural water reliability, groundwater sustainability, and the future of water resources in California's Central Valley. KTWD is seeking a leader who is energized by complex challenges, values collaboration, and is committed to finding innovative and practical solutions that support both agriculture and long-term resource sustainability. This forward-thinking engineering leader must be passionate about the future of California water. This is a unique opportunity for a water resources professional who wants to play a meaningful role in shaping groundwater sustainability, agricultural water reliability, and long-term resource management in one of California's most productive agricultural regions.

The ideal candidate is much more than a traditional engineer. They are a strategic thinker, trusted advisor, and problem solver who can successfully integrate engineering, groundwater sustainability, planning, regulatory compliance, and stakeholder engagement into a comprehensive approach to water management. They understand the complex challenges facing California's agricultural water districts and are motivated by the opportunity to develop practical, long-term solutions that support both agricultural productivity and sustainable groundwater management.

The successful candidate will bring a strong foundation in civil, agricultural, or water resources engineering, along with experience navigating the increasingly complex regulatory and operational environment surrounding California water resources. They will possess a thorough understanding of groundwater sustainability, water supply planning, infrastructure systems, and emerging water management challenges. Experience working with Groundwater Sustainability Agencies, implementing the Sustainable Groundwater Management Act (SGMA), groundwater monitoring programs, groundwater sustainability plans, recharge initiatives, and regulatory compliance efforts will be particularly valuable.

This individual will be equally comfortable in the field inspecting KTWD facilities, reviewing technical analyses with consultants, presenting recommendations before a Board of Directors, collaborating with growers and landowners, or representing KTWD before state and regional agencies. They will be able to distill complex technical information into practical recommendations and communicate effectively with both technical and non-technical audiences.

The ideal candidate will have demonstrated success leading multidisciplinary projects and coordinating with a wide range of stakeholders. They understand how to build consensus, establish productive working relationships, and navigate competing interests while maintaining a focus on KTWD's mission and long-term goals. Their experience may come from an irrigation district, agricultural water district, groundwater sustainability agency, water storage district, regional water agency, consulting firm, or similar organization involved in water resource management and planning.

KTWD is seeking a professional who embraces both the technical and strategic aspects of the position. The successful candidate will oversee engineering programs and infrastructure planning while also helping guide groundwater sustainability efforts, regulatory strategy, capital improvement planning, and future water resource initiatives. They will be expected to manage consultants, supervise engineering staff, pursue funding opportunities, develop long-range plans, and serve as a key member of the executive management team.

The strongest candidates will possess excellent technical writing and communication skills, including experience preparing engineering studies, grant applications, regulatory reports, feasibility analyses, and presentations for boards and public agencies. Experience with GIS, infrastructure planning, environmental permitting, agricultural water systems, groundwater monitoring, and regulatory compliance will further distinguish candidates.

Above all, KTWD seeks a leader who is proactive, innovative, and committed to stewardship of California's water resources. This is an exceptional opportunity for an engineering professional who wants to make a lasting impact on groundwater sustainability, agricultural water reliability, and the long-term success of a respected water district while serving as a trusted technical and strategic partner to the General Manager, Board of Directors, landowners, water users, and regional stakeholders.

Requirements and Location

Candidates must possess the following qualifications or an equivalent combination of education and experience to successfully perform the essential functions of the position:

- » Bachelor of Science Degree from an accredited college or university in Civil, Agricultural, or Water Resource Engineering
- » Minimum of 6 years of engineering related experience
- » Licensed Professional Engineer (PE) in the State of California



Compensation and Benefits

The anticipated salary range for this position is **\$150,000 - \$175,000** and will be commensurate with the selected candidate's experience and qualifications.

KTWD also offers a comprehensive benefits package to include:

- » Health Insurance and dental plan for employee and family members (**100% Premiums paid by KTWD - Anthem, Blue Cross PPO or Kaiser Permanente**)
- » CalPERS retirement plan pension plan, with option for Deferred Compensation 457 Plan- 2% at 60 if prior membership. New Members 2% at 62 (**KTWD also participates in Social Security in addition to CalPERS!**)
- » Paid vacation and sick leave (9 Recognized Holidays, 2 Floating Holidays, 80 hours of sick leave)
- » Vacation accrual below based on years of service (1-5 years – 10 days; 6-10 years – 15 days; 11 or more years – 20 days)
- » Professional Development Policy - \$2,000 per year Education Reimbursement Program
- » KTWD provides a vehicle available for personal use

** This position will have an office located at the headquarters building in Bakersfield but will be responsible for overseeing and managing projects throughout the entire KTWD service area.*



Application Process and Recruitment Schedule

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (*who will not be contacted without prior notice*) by **Monday, November 30, 2026**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed.

Please submit your materials to: <https://www.cpshr.us/recruitment/2694>

For additional information about this position, please contact:

CPS HR  CONSULTING

KYLIE WILSON

Principal HR Consultant

CPS HR Consulting

Email: kwilson@cpshr.us

Website: www.cpshr.us

Resumes will be reviewed in-depth in relation to the criteria outlined in this brochure, and candidates deemed to have the most relevant experience will be selected for a screening interview with the Consultant. The most qualified candidates will be invited to interview with KTWD. A preliminary media check will be conducted on all semi-finalist candidates, and a full background/reference check on the selected candidates.