



Director of Human Resources

\$184,115 - \$274,026 annually

Powered by water. Driven by service

At Western Water, our work begins with our community's most precious resource: water. Every day, nearly 1 million people in western Riverside County depend on our team to provide water, sewer, and recycled water services.

At Western Water, we're raising the bar of public service by empowering our employees to use their talents to innovate, collaborate, and develop bold solutions that advance an abundant water future, and deliver an exceptional experience to our customers and each other.



MISSION

All day, every day, we ensure safe, sustainable, and reliable water and sewer service to our community.

To learn more go to:

<https://www.cpshr.us/recruitment/2627>

WHY JOIN US

As Director of Human Resources, you will serve a critical leadership role in shaping the direction, culture, and operational excellence of a growing and respected water district. Working in partnership with the General Manager, Deputy General Manager, and executive management team (EMT), this role provides the opportunity to: shape the full cycle human resources experience, embed best in class HR and safety practices into business operations, and coach cross-functional teams to deliver a consistent, high quality employee experience.

The Director of Human Resources has a primary team of five full-time employees that include a: Safety Manager, Safety Compliance Coordinator, HR Manager, HR Specialist II, and HR Analyst II, you will continue to drive transformational change in public sector human resources practices.

Current Priorities: Build collaborative partnerships with all departments to jointly develop, implement, and measure HR initiatives aligned with Western Water's strategic priorities and aspirations. Initiatives include:

- » Develop strategic workforce strategy to cultivate future water professionals and employees who are committed to public service, solving problems, accountability, and take risks towards transformational industry change
- » Strengthen a structured leadership development framework with clear expectations, tools, and accountability measures customized for organizational levels
- » Build and sustain a robust talent pipeline to attract and retain a high-performing workforce
- » Create career pathways and expand opportunities for growth, development, and internal mobility
- » Establish an employee experience strategy that strengthens C.A.R.E. culture, engagement, morale and connection to Western Water's Mission and Vision



KEY RESPONSIBILITIES

CULTURE AND EMPLOYEE EXPERIENCE

- » Launch Western Water's C.A.R.E. culture by partnering with Communications and Customer Experience and Information Services departments to design tools, communications, and systems into recruitment, onboarding, recognition, development, and other key employee touchpoints.
- » Ensure culture is reflected in recruitment, onboarding, rewards and recognition, professional development, and other moments that shape the employee experience
- » Promote inclusive, respectful, and legally compliant employment practices

TALENT AND WORKFORCE PLANNING

- » Lead recruitment, selection, onboarding, retention, professional development, and succession-related efforts
- » Partner with departments to apply organizational design practices that support leadership continuity, workforce resilience, role evolution, changing skill needs, and the future of work
- » Advance retention approaches to reflect changing workforce expectations and extend beyond traditional total compensation and advancement strategies
- » Align staffing and talent practices with Western Water's 10-Year Aspirational Plan and 3-Year Strategic Priorities

SAFETY, RISK AND EMERGENCY SUPPORT

- » Support the agency's response to employee-facing emergencies or staffing impacts in coordination with the General Manager and appropriate operational leads
- » Lead employee safety, workers' compensation, leave administration, accommodations, return-to-work programs, and employee-related risk management in partnership with safety, legal, finance, and operational leaders



EMPLOYEE AND LABOR RELATIONS

- » Advise leaders on employee relations matters, including performance concerns, discipline, investigations, documentation, grievances, and workplace conflict
- » Support labor relations, negotiations, MOU interpretation, and grievance processes
- » Help leaders navigate personnel matters with confidentiality, fairness, consistency, sound judgment, and appropriate risk awareness
- » Provide practical guidance that supports both employee care and agency protection

EXECUTIVE LEADERSHIP AND STRATEGIC ADVISING

- » Actively participate as a member of the EMT, bringing an HR lens to issues involving people, culture, compliance, risk, organizational capacity, and talent development
- » Advise the General Manager and executive peers on the workforce and employee impacts of strategic, operational, and organizational decisions
- » Share relevant HR trends, practices, and personnel-related guidance that strengthen leadership effectiveness
- » Provide candid, practical counsel while balancing employee care with agency protection





OUR C.A.R.E. CULTURE

We are an organization built on a foundation of putting people first – whether it's our external customers or our internal team members. Every decision we make reflects our commitment to respect, care, and collaboration.

Rooted in our mission, vision, and values, our culture defines how we work—shaping the actions, behaviors, and norms that make Western Water unique. It's how we show up, collaborate, and deliver results.

» **C - Customers First:** Start with people.

We put our people first—our team members, our customers, our community. In service to others, we anticipate needs, solve problems, and exceed expectations. By delivering thoughtful, proactive, and personal service, we build trust and deliver value.

» **A - Accountable:** Extreme Ownership.

We take initiative and follow through. We own our work, finish what we start, and do what's right—even when it's hard. Each of us contributes our unique talents with courage and commitment. We pursue growth with curiosity and courage—continuously improving ourselves and our work.

» **R - Results-Driven:** Did Good. Do Better. Never Run Dry.

We are mission-aligned and committed to delivering what matters most—reliable water and sewer service with a focus on long-term sustainability. Guided by our Aspirations and Strategic Priorities, we track, measure, and continuously improve. With a reputation for positive customer experience, we turn strategy into action—and action into making a difference for people, communities, and the environment.

» **E - Engaged:** One Western Water. Win together, learn together.

We are all leaders—each of us responsible for creating a strong, connected, and committed team. We help each other succeed in service to our Mission, Vision, and Values. We share responsibility and success. We attribute accomplishments to the team. With thought, word, and deed, we build our One Western Water team. With respect and care, we build a safe, strong, and unified team.



YOU'LL LOVE IT HERE IF...

- » You see yourself as a partner to operational leaders and you are energized by helping departments solve real challenges.
- » You are a trusted advisor by nature. Executives seek you out. You bring candor, judgment, and an HR lens to the table without being asked.
- » You are creative about workforce challenges. Succession planning at a small agency requires a different playbook.
- » You lead culture intentionally. You know how to carry an organization's values from the job posting all the way through the employee's last day.
- » You thrive in a high-trust environment. Confidentiality is not a policy here - it is a core value, and everyone on the team knows it.
- » You are comfortable at the executive table and you are ready to advise, challenge, and contribute beyond the HR function.

YOU MIGHT NOT LOVE IT HERE IF...

- » You are more comfortable in a compliance and process role than in a strategic advisory one. Both matter here - but this team is looking for more of the latter.
- » You view HR as owning the people agenda rather than enabling others to own it.
- » You prefer to work within your lane. Departments like IS will be important partners for the work ahead - and that requires reach, not boundaries.
- » You are not energized by small-agency creativity. Resources are limited. You will need to roll up your sleeves, and find solutions that fit an organization of Western's size.
- » You want predictability. This agency is navigating retirements, an evolving workforce, new technology, and a refreshed strategic plan. Change is the environment, not the exception.





Western Water's recognition as a Top Workplace reflects the commitment of our leaders and employees to building a culture of trust, accountability, and teamwork.

Top Workplaces Regional Awards

**TOP
WORK
PLACES
2025**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

**TOP
WORK
PLACES
2023**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

**TOP
WORK
PLACES
2020**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

**TOP
WORK
PLACES
2019**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

**TOP
WORK
PLACES
2017**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

**TOP
WORK
PLACES
2016**

INLAND NEWS GROUP
The Press-Enterprise • The Sun
The Facts • Inland Valley Daily Bulletin

IDEAL CANDIDATE

STRATEGIC HR LEADER & CULTURE CHAMPION

- » A strategic and people-centered leader who aligns workforce initiatives with Western Water's vision, strategic priorities, and C.A.R.E. culture.
- » Skilled at strengthening employee engagement, organizational culture, and leadership effectiveness while preserving what already makes Western Water a top workplace.

COLLABORATIVE BUSINESS PARTNER

- » Builds strong partnerships across departments to address workforce needs, succession planning, organizational development, and employee relations challenges.
- » Serves as a trusted advisor who provides practical, solutions-oriented guidance to leaders and the Executive Management Team.

TALENT & WORKFORCE DEVELOPMENT LEADER

- » Leads organization-wide talent acquisition, workforce planning, succession readiness, leadership development, and retention strategies.
- » Creates innovative approaches to attracting, developing, and retaining top talent beyond traditional compensation and career advancement programs.

PUBLIC SECTOR HR EXPERT

- » Brings deep expertise in public-sector human resources, labor relations, employee relations, classification and compensation, benefits, investigations, safety, and compliance.
- » Preserves the HR department's reputation for professionalism, confidentiality, responsiveness, and sound judgment.

VALUES-DRIVEN LEADER

- » Leads with integrity, emotional intelligence, accountability, and a commitment to public service.
- » Develops high-performing teams, mentors future leaders, and fosters a culture of trust, collaboration, and excellence.



EDUCATION AND EXPERIENCE



EDUCATION:

Bachelor's degree in public administration, human resources, or a closely related field.

EXPERIENCE:

- » Minimum 7 years of increasingly responsible human resources experience required.
- » Minimum 3 years in a supervisory or management capacity in human resources experience required.
- » Experience leading union negotiations as a Chief Negotiator is highly desirable.
- » Experience in a public agency is highly desirable.

SUBSTITUTION:

Master's degree in public administration, human resources, or related field may substitute for one year of experience.

DESIRED LICENSES/CERTIFICATIONS:

A Professional Human Resources Certification or Senior Professional in Human Resources Certification (Examples: PHR/SPHR or SHRM-CP/SCP, or PSHRA-SP/SCP), Labor Relations Academy Masters Certification.

COMPENSATION AND BENEFITS

The annual salary for this role is **\$184,115 - \$274,026 DOQ**.

Western Water is committed to supporting the health and well-being of our employees and their families through a comprehensive benefits package that includes medical, dental, vision, retirement, wellness-related resources, and generous paid leave.

For detailed information about [Western Water's Benefits](#)

APPLICATION PROCESS

Open until filled, first screening **July 24, 2026**. Candidates urged to apply early.

For consideration submit your resume, cover letter, six work-related references and their contact information (two supervisors, two direct reports, and two peers), who will not be contacted until final stages. To submit your application: For additional information about this position, please contact: <https://www.cpshr.us/recruitment/2627>



Erich WonSavage

Principal Executive Recruiter

Tel: 916-471-3115

Email: ewonsavage@cpshr.us

Website: www.cpshr.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. CPS HR Consulting will report the results to Western Municipal Water District. The District will then select candidates to be interviewed, Additional and final interviews may be scheduled for selected candidates along with reference and background checks.