



East Bay
Municipal
Utility District

invites you to apply for

Director of
Wastewater

The District

The East Bay Municipal Utility District (EBMUD) supplies water and provides wastewater treatment for parts of Alameda and Contra Costa counties in the East San Francisco Bay Area. EBMUD's water system serves approximately 1.4 million people in a 332-square-mile area; the wastewater system serves approximately 680,000 people in an 88-square-mile area.

The mission of EBMUD is to provide high quality water and wastewater services for the people of the East Bay, to provide stewardship over the natural resources with which EBMUD is entrusted, and to preserve and protect the environment for future generations.

The East Bay

The East Bay climate is sunny with moderate temperatures, encouraging residents to pursue outdoor activities throughout the year. The marinas along San Francisco Bay offer outstanding sailing, boating and fishing. The East Bay has convenient access to the natural beauty and recreational resources of Northern California from the Pacific coastline to the Sierra Nevada Mountains.

The Oakland/San Francisco Bay area boasts a wide variety of cultural attractions including theater, excellent restaurants, ballet, opera and museums. Sports enthusiasts have the opportunity to enjoy professional baseball, football and basketball teams, as well as many college events in the East Bay and San Francisco.



The Wastewater Department

The Wastewater Department is responsible for treating domestic, commercial and industrial wastewater for six cities and a separate sanitary district in the East Bay. Each of these communities operates sewer collection systems that discharge into EBMUD's region wide interceptor system. This system encompasses 29 miles of pipes ranging up to nine feet in diameter and operates through thirteen pumping stations ranging in capacity from 1.5 to 60 MGD. The Wastewater Treatment Plant provides secondary treatment for a maximum flow of 168 MGD and can provide primary treatment for up to a peak of 415 MGD. The average annual flow is approximately 80 MGD though flows have been lower in recent years due to customer conservation efforts. Dechlorinated and disinfected treated effluent is discharged into the San Francisco Bay one mile off shore through a deep water outfall.

Key aspects and programs include the operation and maintenance of the wastewater, wet weather and water recycling facilities; capital investment and asset management of the infrastructure; Pollution Prevention and Source Control Programs; Wet Weather Program, Resource Recovery Program, Biosolids Management and Odor Control Program along with ongoing efforts to promote the use of recycled water.

The Wastewater Department has approximately 260 regular staff of which approximately 85% are represented by three bargaining units including AFSCME Locals 444 and 2019 and IFPTE Local 21.

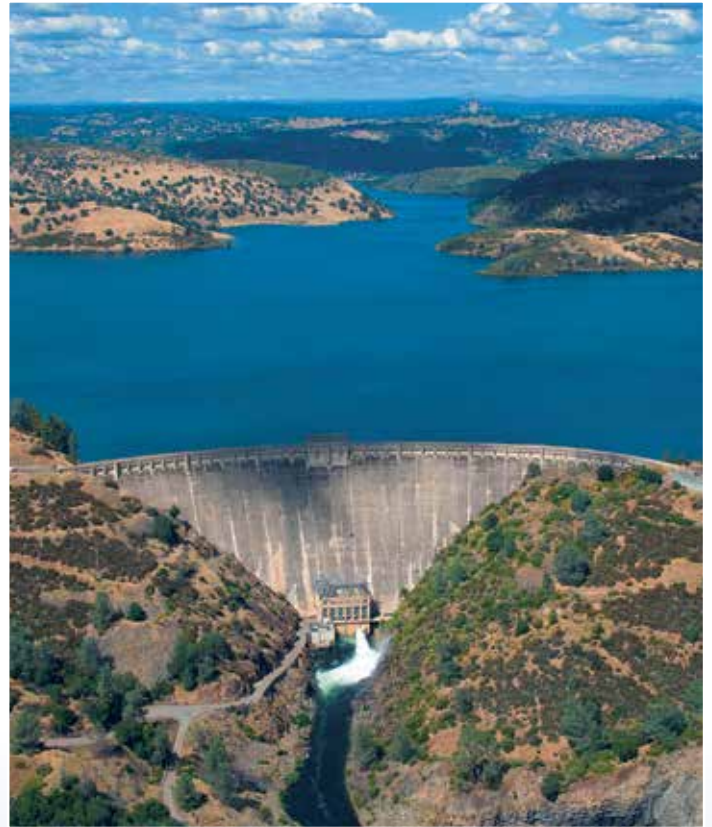


The Position

The Director of Wastewater is responsible for planning, organizing, directing, staffing, and administering all activities of the Wastewater Department to ensure efficiency and maximum operational effectiveness. Four major divisions report to the Director as shown on the organization chart: **Wastewater Engineering**, which is responsible for technical support and capital design and construction management; **Wastewater Treatment Operations**, which includes operations and maintenance work for the main treatment plant, recycled water plants, interceptor systems and pumping plants; **Environmental Services**, which includes management of pretreatment/pollution protection programs, interface with users and inspection services, and management of the Wet Weather and Resources Recovery Programs; and **Laboratory Services**, which provides analytical support for both wastewater and water activities.

The Director reports to the General Manager and is one of the General Manager's six senior staff members. In this capacity, the Director participates collaboratively to meet broad EBMUD challenges and develop strategies to best meet operational goals. Critical priorities in the coming year include: continuing work to meet increasingly stringent water quality and environmental standards; customer service including emphasis on positive relationships with community groups within the service area; and sound fiscal management and improved operational efficiency in order to maintain the lowest possible rates. The Director will also engage actively to help advance an EBMUD-wide cultural change initiative focused on values and organizational improvement.

Recently, there has been increasing interest among regional stakeholders in regards to nutrient issues in San Francisco Bay. EBMUD is very interested to continue to support and provide leadership to the current regional collaborative approach that has been developed among the wastewater discharge community, water quality regulators, NGOs and resource agencies.



Ideal Candidate

Must have a professional engineering license in the state of California, and possess proven leadership and wastewater management skills and technical expertise. Of primary importance is the candidate's ability to effectively manage a broad range of wastewater programs in a progressive and efficient manner.

The ideal candidate will have a bachelor's or graduate degree in engineering or a related field; eight to ten years of progressively responsible supervisory or management experience in wastewater engineering and operations; and a grade V wastewater treatment certificate. They will also demonstrate:

- strong leadership and management skills including demonstrated ability to provide direction to widely diverse operations;
- effective interpersonal and communication skills with experience in working with a wide variety of people, agencies and political boards;
- creative and positive results-oriented attitude with excellent problem solving skills;
- commitment to working actively and cooperatively in a team environment;
- proven ability to manage complex, multi-faceted programs involving significant staff, funding, public contact and a wide variety of technical disciplines;
- high standards of personal/professional ethics and integrity;
- innovation and a willingness to take risks to advance organizational objectives; and
- political sensitivity and astuteness in dealing with all levels within the organization and with other entities.

Key Responsibilities

- Direct and oversee programs and projects to meet or exceed state and federal regulations and ensure that environmental responsibility and regulatory compliance are emphasized in daily operations.
- Evaluate staffing and resource use to maximize efficiency and minimize costs in the management of wastewater operations.
- Direct the timely and accurate preparation of reports, recommendations and other materials for consideration for the EBMUD Board of Directors.
- Represent EBMUD through active participation at meetings and conferences of the Wastewater Industry.
- Oversee Wastewater Department administrative duties including bi-annual budget formulation and monitoring, and staff selection, training and evaluation.
- Provide departmental leadership that promotes high employee morale and productivity that is viewed by customers as creative, effective, efficient, innovative, collaborative and service oriented.



Salary and Benefits

The monthly salary for the Director of Wastewater is \$13,471 to \$19,458. The appointment may be made within the range dependent on qualifications.

Our **excellent benefits package** includes: eligibility for annual merit-based bonus pay program; 12 days paid vacation; 15 holidays; 13 days paid sick leave; family health insurance (choice of Kaiser fully paid or Health Net or Anthem Blue Cross 85% paid); family dental and vision care plans; life insurance; long-term disability insurance; retirement plan (reciprocal with CalPERS); \$905/yr. contributed to flexible spending account or cash; \$105/mo. public transit subsidy; 401(k), 401(a) and 457(b) tax-deferred retirement plans; Roth 401(k); \$3,500/yr. tuition reimbursement; and opportunities for professional growth including training and career development.

Application and Selection Process

To be considered for this position, please submit a resume and cover letter, including your current salary and names of four work related references by Friday, February 17, 2017. Resumes should reflect years and months of positions held as well as size of staff and budgets you have managed. Forward your materials to

By mail: East Bay Municipal Utility District
Human Resources Department
ATTN: Richard Jung, Manager of Recruitment and Classification
375 11th Street, MS #603
Oakland, CA 94607-4240

By email: resumes@ebmud.com

All resumes will be reviewed and those candidates deemed to have the most relevant experience will be invited to an oral panel interview tentatively scheduled for mid-March. An appointment is expected in June following reference/background checks. For additional information about this opportunity, please contact Richard Jung at (510) 287-0707.

EBMUD is an Equal Opportunity Employer. All qualified candidates will receive consideration for employment without regard to race, color, religious creed, sex, gender, gender identity, gender expression, marital or registered domestic partnership status, age for individuals over forty years of age, national origin, ancestry, disability (mental or physical, including AIDS and HIV), medical condition (cancer and genetic characteristics), genetic information, sexual orientation, military and veterans status, family or medical leave status, pregnancy, pregnancy disability leave status, or any other status protected by federal, state and/or local laws.