

# Director *Water and Natural Resources*

**Annual Salary \$222,036 — \$336,768**

**Open to General Public**

**Opening Date** Monday February 3, 2025

**Closing Date** Friday February 21, 2025 by 4:30p.m.

## *The Position*

The Director of Water and Natural Resources is one of six department directors reporting to the General Manager. The department is composed of the Natural Resources Department and the Water Supply Improvements and Water Resources Planning Divisions with a combined staff of 108 and a \$24 million annual operating budget.

Primary department functions are to develop and ensure long-term water supply for the East Bay Municipal Utility District (EBMUD), administer EBMUD's water rights and Federal Energy Regulatory Commission programs, and manage EBMUD's watershed stewardship and recreation programs on 60,000 acres of watershed land.

### **Key challenges for the new Director will include**

- Implementing projects and programs to ensure sufficient water supplies for customers during future dry years
- Implementing the Recycled Water Master Plan
- Managing EBMUD's water rights including those on the Mokelumne River and in the East Bay
- Protecting EBMUD's water rights, fisheries and other interests in the processes stemming from the Central Valley Project activities, State proceedings such as the Bay / Delta Water Quality Control Plan Update, and related regional and statewide technical, regulatory and policy matters associated to water resources
- Developing balanced resource management programs for the Mokelumne River and EBMUD watershed lands consistent with EBMUD water supply needs and customer and stakeholder interests
- Partnering with other agencies on projects that protects the natural resources to which we are entrusted and provides water supply benefits.

### **Key responsibilities include**

Providing executive level leadership in the development and implementation of strategies, programs and other actions adopted by the Board or identified by the General Manager through

- Planning, organizing, staffing and coordinating interdepartmental projects, assignments and activities related to EBMUD water resources
- Reviewing and coordinating policies, plans and programs to effectively manage and protect EBMUD's watershed lands and associated natural resources.

Ensuring a reliable supply of high quality source water now and in the future by determining short and long-term impacts on EBMUD water resources through

- Continuing review and update of the EBMUD's Urban Water Management Plan, and the Integrated Regional Water Management Plans prepared jointly with other agencies for the Bay Area and Mokelumne regions
- Overseeing the development, administration and improvement of programs and strategies to protect existing EBMUD water resources
- Negotiating with diverse stakeholders to resolve sensitive and politically complex issues
- Reviewing and developing plans to protect the Mokelumne and East Bay fisheries and water supplies.

Serving as EBMUD's primary spokesperson in the areas of natural resources, water rights, water supply and intra-agency water development/management issues and representing EBMUD's interests throughout California to other governmental and non-governmental entities, community organizations and the general public by

- Establishing and sustaining effective and cooperative working relationships within EBMUD, as well as, with community groups, the Board, other regulatory and governmental agencies, legislators and elected officials
- Making presentations to the community, legislative and public / private policy groups, Board of Directors and EBMUD staff.

#### **A Leader at EBMUD**

- Inspires a shared vision by envisioning the future by imagining exciting and ennobling possibilities and enlisting others in a common vision by appealing to shared aspirations.
- Models the way by clarifying values, affirming shared values and setting the example by aligning actions with EBMUD's organizational values.
- Challenges the process by searching for opportunities by seizing the initiative and looking outward for innovative ways to improve; experiments and takes risks (calculated) by consistently generating small wins and learning from experience.
- Enables others to act by fostering collaboration by building trust and facilitating relationships and strengthening others by increasing self-determination and developing competence.
- Encourage the heart by recognizing contributions by showing appreciation for individual excellence and celebrating the values and victories by creating a spirit of community.

### **Salary**

The annual salary is **\$222,036** up to **\$336,768**. Initial placement within the range is based upon qualifications. Appointment is typically made at or below the control point (**\$288,648 per year**).

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.

### **Requirements**

Any combination of education and experience that has led to the acquisition of the knowledge and abilities indicated above. Typical means of acquiring the essential knowledge and abilities is a combination of training and experience equivalent to: a Bachelor's degree in water resource planning, engineering, engineering planning, public administration or related fields and significant senior management experience in water and natural resource planning, engineering and operations which included responsibility for the supervision of a engineers, planners, field and support personnel.

In addition to demonstrated managerial and technical competencies in the areas described above, the ideal candidate will have outstanding communication skills and a proven record of effective problem solving and managing sensitive issues within a complex political environment. Strong leadership, strategic vision, and the ability to develop collaborative partnerships within and across organizational boundaries are essential.

Equivalent combinations of education and experience may be considered. To be considered under the "equivalent combination of education and experience" provision, it is your responsibility to include in your application materials written evidence of employment performed at the level of the typical duties of this position and / or coursework in subject areas directly related to this position. For more information, see our FAQ page at [www.ebmud.com/jobs/job-resources/job-faqs-frequently-asked-questions](http://www.ebmud.com/jobs/job-resources/job-faqs-frequently-asked-questions)

### **The Selection Process**

To be considered for this position, please submit a resume and cover letter, responses to the supplemental questions and names of four work related references by **Friday, February 21, 2025 at 4:30 pm**. 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

#### **Attention**

Vincent James, Manager of Recruitment and Classification  
375 11th Street, MS #603  
Oakland, CA 94607-4240

#### **By E-mail** [resumes@ebmud.com](mailto: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 to March. An appointment is expected in late March / early April following reference / background checks. For additional information about this opportunity, please contact **Vincent James** at **(510) 287-0707**.

### **Supplemental Questions**

As the first step in the selection process, responses to the supplemental questions must be submitted online with the regular EBMUD application. Please provide thorough and accurate descriptions of assignments you have personally performed. **Should you respond with comments such as "see resume" instead of addressing the questions directly, your application may not be considered.**

1. Describe your experience leading complex initiatives or projects with significant public and interagency involvement, and / or a large interdisciplinary staff. Provide examples in the areas of water / environmental resources, if possible.
2. The Director represents EBMUD and Department in a wide range of public meetings with representatives from other agencies and organizations, often in a highly political environment. Describe your experience leading and / or participating in efforts to achieve collaborative solutions to complex water/environmental resource challenges.