



# East Bay Municipal Utility District

invites you to apply for

## **General Manager**



## About East Bay Municipal Utility District

The East Bay Municipal Utility District (EBMUD) is a public utility formed under the Municipal Utility District (MUD) Act. EBMUD supplies water and provides wastewater treatment for parts of Alameda and Contra Costa counties in the Bay Area. EBMUD's water system serves approximately 1.4 million people in a 332-square mile area; the wastewater system serves approximately 685,000 people in an 88-square mile area.

Our mission is to manage the natural resources with which EBMUD is entrusted; to provide reliable, high quality water and wastewater services at fair and reasonable rates for the people of the East Bay; and to preserve and protect the environment for future generations.

Headquartered in Oakland, EBMUD is governed by a seven-member Board of Directors elected from wards within the service area. The Board determines overall policies, which are then implemented under the direction of the General Manager. Our watershed in the Sierra Mountains provides a high quality water source and our East Bay reservoirs offer serene settings for both wildlife and recreation. EBMUD is the west's largest independently operated water utility and a recognized water and wastewater industry leader. EBMUD's water and wastewater systems are expansive, extending from the Sierra Nevada mountains to San Francisco Bay, including 57,000 acres of watershed land; seven raw water reservoirs; 4,240 miles of aqueduct, transmission and distribution pipeline; 175 potable water reservoirs; 136 pumping plants; 29 miles of wastewater interceptor; three wastewater facilities and a main wastewater treatment plant; and three power generation facilities.

EBMUD has more than 1,900 employees, including a leadership team of 100 managers and analysts. Most employees are represented by the American Federation of State, County and Municipal Employees, Locals 444 and 2019; the International Federation of Professional and Technical Engineers, Local 21; and the International Union of Operating Engineers, Local 39. EBMUD's workforce achieves its mission through its values of Stewardship, Integrity, Respect and Teamwork.

## 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, ballet, opera, museums and excellent restaurants. 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 areas.

## The Position

The General Manager is appointed by and reports directly to the Board of Directors. The General Manager is employed by contract and serves at the pleasure of the Board. As EBMUD's chief executive officer, the General Manager oversees EBMUD's water and wastewater facilities and their maintenance and operations, and the administration of the business affairs of EBMUD.

The General Manager plays a key leadership role in setting EBMUD's strategic direction. With 11 direct reports and working through eight departments, this position plans, directs, manages and oversees the activities and operations of EBMUD. The General Manager develops, recommends and manages EBMUD's \$2.34 billion biennial budget for the water and wastewater systems. During alternate years, a Strategic Plan is reviewed and updated to address changed conditions. This position reviews and addresses a broad array of organizational and financial matters to ensure the fiscal health of EBMUD and deliver top quality services to the community.

## Challenges and Priorities

- Providing affordable, clean and safe drinking water to all customers at all times.
- Participation and leadership in statewide effort to restore San Francisco Bay Delta.
- Continued assessment and improvements/repairs to EBMUD infrastructure.
- Keeping pace with new technologies and other emerging innovations that promote long term efficiency and cost-effectiveness within current fiscal constraints.
- Continued leadership on climate change adaptation and alternative energy development.
- Implementation of the wastewater system's wet weather control program.
- Ongoing stewardship of EBMUD's watershed lands totaling over 57,000 acres.
- Implementation of EBMUD's adopted Urban Water and Water Supply Management Plans.
- Ensuring the long-term security of EBMUD water rights.
- Preparation of an EBMUD biennial budget for FY22/23 that keep rates reasonable and fair.
- Contract negotiations with all four EBMUD labor unions for successor agreements effective April 26, 2021.
- Engaging with communities, policy makers and stakeholders to grow understanding of and support for EBMUD policies, priorities and projects.
- Ongoing workforce planning to address a high number of potential retirements and other staffing considerations.

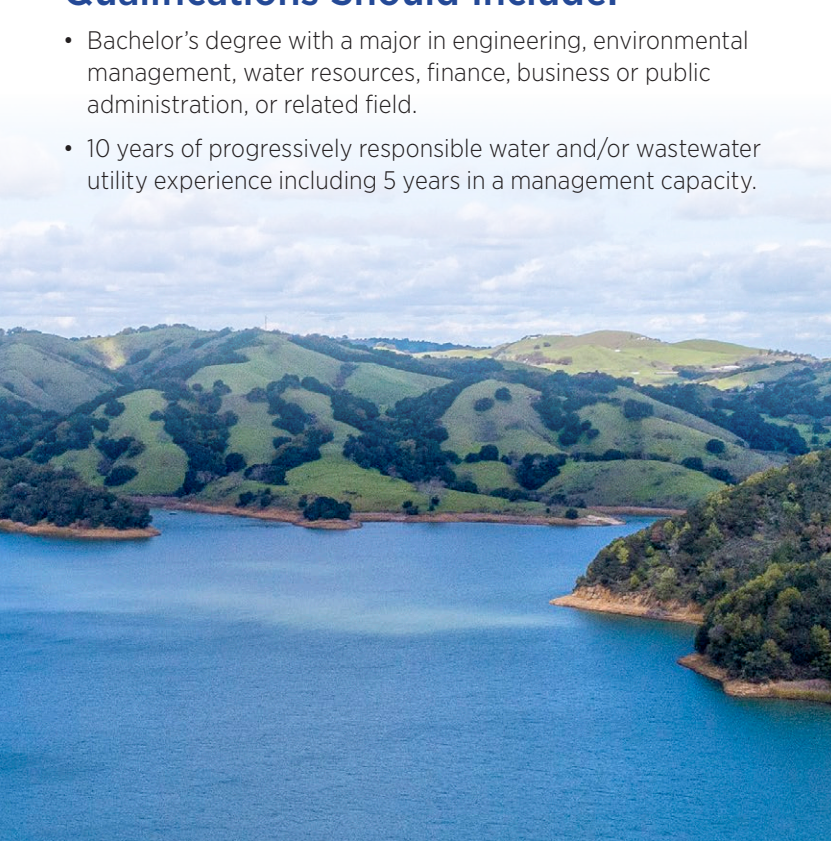


## The Ideal Candidate Will Possess:

- Demonstrated successful experience in water and/or wastewater public utility management, engineering and/or construction in California.
- Strong background and expertise in California water and wastewater policy issues.
- Exceptional leadership, strategic vision and the ability to develop collaborative partnerships with diverse stakeholder groups.
- Demonstrate EBMUD's values of Stewardship, Integrity, Respect and Teamwork.
- Solid financial management skills.
- Ability to respond to issues quickly and make sound decisions and recommendations.
- Proven track record of effectively working with organized labor.
- Open and approachable leadership style with a strong team orientation.
- Outstanding communication and interpersonal skills.
- Proven record of effective problem-solving and managing sensitive issues within a complex political environment.
- Experience in the development of and compliance with water and wastewater regulations.
- Demonstrated ability to develop and maintain effective, collaborative working relationships with the Board of Directors, department managers, employees, unions, customers and community groups.
- High levels of drive and self-motivation.
- Strong results orientation.
- Unquestionable integrity.

## Qualifications Should Include:

- Bachelor's degree with a major in engineering, environmental management, water resources, finance, business or public administration, or related field.
- 10 years of progressively responsible water and/or wastewater utility experience including 5 years in a management capacity.







## Salary and Benefits

The salary for the General Manager position will be commensurate with the selected candidate's background and experience. An excellent benefits package is also available subject to contract negotiations.

## Application and Selection Process

To be considered for this position, please submit a resume and cover letter, including the name of four work-related references by Friday, February 21, 2020. 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](mailto:resumes@ebmud.com)

Following the final filing date, resumes will be reviewed. Candidates deemed to have the most relevant experience will be invited to participate in preliminary screening interviews in late March/early April. Finalist will be selected to participate in interviews in late April/early May. An appointment is expected in June following reference/background checks. For additional information about this opportunity, please contact the Manager of Human Resources, Laura Acosta, at (510) 287-0383 or the Manager of Recruitment & Classification, 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.

Successful candidates must pass a background check.