

CHINO BASIN WATERMASTER

[General Manager]

- Leading management efforts within the Basin, to maximize the beneficial use of water and to equitably administer and enforce the provisions of the Judgment.
- Carrying out Board policies and directives.
- Maintaining open, transparent communication with all stakeholders.
- Developing and managing the Watermaster budget; understanding and explaining budgetary issues to the Watermaster Board, the Advisory Committee, staff and stakeholders.
- Providing a motivating work environment for Watermaster employees, and building positive and cooperative relationships with staff and Chino Basin producers.
- Educating Board members and stakeholders on the relative importance of Watermaster decisions and background subject matter as it relates to the primary function of Watermaster and its responsibility to maximize the beneficial use of the Basin and its resources.
- Pursuing cost-effective and innovative management approaches.
- Ensuring that Watermaster employees and contractors accomplish activities in a safe, efficient and professional manner, and resolving all public and employee concerns quickly and reasonably while encouraging stakeholder participation.
- Developing and administering personnel policies and procedures including recruitment, selection, termination, employee relations, training, evaluation and compensation programs, in consultation with the Board, as applicable.
- Successfully working in regional and inter-agency affairs and maintaining compliance with regulatory requirements.
- Analyzing and managing conjunctive use, storage agreements, storage proposals from other agencies and private industry.
- Remaining current on legislative issues related to water industry activities and continually educating the Board and staff on developing issues.
- Performing such other duties as may be assigned by the Board from time to time.

THE CANDIDATE

Education and Experience

- Optimally, the candidate will possess a bachelor's degree from an accredited college or university in business administration, public administration, engineering or a related field. An advanced degree in public/business administration, engineering or a related field is also desirable.
- Possesses an understanding of sustainable groundwater management or groundwater adjudications.
- At least five years of successful progression in a senior management capacity with a public agency or a private organization, including staff supervision and experience in consensus-based management, as well as several years of experience in the water industry, preferably with a stable employment history.

- Possesses knowledge of California water policies and issues, as well as demonstrated experience in inter-agency and Statewide issues.
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- Prefer experience within and/or knowledge of the Chino Basin area, although candidates with experience from all areas of California will be considered.
- Requires possession of, or the ability to obtain, a valid and unrestricted California driver's license, as well as automobile liability insurance covering all personal vehicles that are operated in connection with the performance of services as General Manager.

Knowledge, Skills, and Abilities

The selected candidate must have excellent project management skills, written and oral communication skills, and interpersonal skills, as well as knowledge of:

- Business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Finance and budgeting.
- Experience with or knowledge of groundwater adjudications and/or sustainable groundwater management.
- Principles and practices of effective human resource management and consultant oversight.

In addition, the successful candidate should be adept at:

- Utilizing leadership skills to maximize opportunities for beneficial use of the Basin and its resources for the benefit of surrounding community.
- Exercising tact and diplomacy in dealing with sensitive and complex issues and situations.
- Dispute resolution.
- Containing and solving problems.
- Maintaining open, transparent communication, and objectivity and fairness while dealing with all stakeholders.
- Enforcing the provisions of the Judgment.
- Carrying out Board policies and directives.

Management Style and Personal Traits

The ideal candidate will operate in a transparent manner, build consensus, and promote collaboration. They should understand and support the "bottom up" nature of the organization and its constituency. In addition, this person should be a mature leader who is self-confident, energetic and a facilitator. They must be interested in and capable of interfacing with engineering consultants and legal counsel to the Watermaster Board in implementing the Watermaster functions.

COMPENSATION

The salary for this position is open, with hiring dependent upon the qualifications and experience of the selected candidate. Typical benefits include: vacation, holidays, sick leave and administrative leave; a cafeteria amount to pay for medical/vision, dental and additional life insurance; retirement through CalPERS Public Employees Retirement System for "New" members (January 1, 2013 and after)

2% @ 62, or CalPERS Public Employees Retirement System for "Classic" members (prior to January 1, 2013) 2.5% @ 55 with the employee's portion paid by the employer; Medicare; 457 Deferred Compensation Plan; workers compensation; and insurance programs. For further information see <http://www.cbwm.org/docs/financdocs/paysched/20230622%20-%20CBWM-Pay%20Schedule-FY2023-2024-2pt%20CPI%20Increase-Final.pdf>

APPLICATION PROCESS

The law firm of Brownstein Hyatt Farber Schreck is assisting Chino Basin Watermaster regarding the confidential collection and management of applications.

- Submit a cover letter and resume by January 31, 2024 at 5pm PST.
- Email applications in PDF form to Rebecca Tucker at rtucker@bhfs.com
- Please use the subject line of "Chino Basin Watermaster GM Application". Rebecca Tucker will reply confirming receipt of complete applications, the selection process and any further information on the anticipated timeline.
- Applications will be kept confidential.

Chino Basin Watermaster is an Equal Opportunity/ADA Employer

Additional information about Chino Basin Watermaster can be found on their website at www.cbwm.org

