



General Manager 2018 Recruitment

The Calaveras County Water District is seeking a proven professional leader to become its next General Manager. In an area of California with amazing year-round outdoor adventures, great schools, and moderate climate; the Calaveras County Water District also has a broadly diverse water and wastewater system to challenge the most seasoned public agency professional, making this a water executive's dream job. The District provides water and wastewater services to approximately 18,000 residential/commercial customers spanning nearly 70 miles in length, over 1000 feet of elevation changes, six water treatment systems, twelve wastewater systems, surface water rights from three watersheds (Stanislaus, Mokelumne and Calaveras) and 64 diverse and dynamic employees that keep it all going. To top that, CCWD also owns and holds FERC licenses for two hydropower facilities that have a combined generation of 250 MW.

This job demands an executive level manager who aptly understands the balance between the technical aspects of a complex water/wastewater agency and the financial and policy-related challenges that exists in a District like ours. CCWD's fiscal year 2018-19 operating budget was \$15.8 million, plus a significant \$16.1 million capital improvement program, minus debt service.

The ideal General Manger will be a person who:

- Will serve as a role model and mentor to staff with diverse talents, skills, and personalities and take a lead role in developing and coaching them into a cohesive team to help build and maintain employee morale, creating a more efficient and effective working environment, encouraging the sharing of information and feedback to meet the District's mission and goals.
- Possesses the experience and ability to build effective and productive relationships both internally and externally.
- Strives to understand the culture and politics of Calaveras County, finds value in making it home and is actively involved in the community.
- Possesses a management style that emphasizes teamwork, accountability, productivity, participation, communication, collaboration, trust, employee development, care, concern, and has strategic, analytical, and creative problem-solving skills.
- Has previous, positive experience working with elected boards in a political environment. Establish and execute the goals and objectives for the District, and can be relied upon to provide the best professional recommendations to the Board at all times.
- Understands and applies communication and public relations skills.
- Is familiar with all legislative laws, policies, initiatives and challenges of importance to our area, the District, California, and the industry as a whole.
- Possess strong financial management skills.
- Has the highest ethical standards and will exemplify integrity, work ethic, and collaboration.

The successful candidate will possess, at a minimum:

- A Bachelor's degree (Master's degree desired) from an accredited college or university.
- Demonstrable experience relevant to an executive position at or with a public agency.
- At least five - seven years of background experience in municipal, state, or federal government, military, consulting, or private sector business, or a combination thereof.

Compensation and Benefits

The annual salary range for the General Manager is \$150,000 to \$200,000, dependent upon experience and qualifications. The District also offers an attractive benefits package including a PERS Retirement benefit, social security, retiree health, health, dental, vision, deferred comp match, and management leave. Detailed information regarding benefit coverage and qualifications will be provided during the hiring process.

To be considered, submit your resume, cover letter, and application to stacey1@ccwd.org. The District's application can be found on the careers page of the District's website – www.ccwd.org.

Closing date is November 5, 2018
Interviews will be scheduled the week of November 12th