

DIRECTOR OF WATER QUALITY & REGULATORY COMPLIANCE

Irvine Ranch Water District





The graphic displays the IRWD logo at the top, followed by eight corporate values, each with an icon and a brief description:

- Integrity and transparency**
We model corporate and individual integrity and transparency in all we do.
- Innovation**
We encourage creative, anticipatory and adaptive solutions with a bias for action.
- Teamwork and collaboration**
We embrace teamwork, collaboration and enjoyment of our work.
- Accountability**
We take ownership and personal responsibility.
- Opportunity**
We promote professional growth and opportunity for staff.
- Customer care**
We prioritize responsive and caring customer service.
- Respect and kindness**
We treat each other with respect and kindness.
- Environmental stewardship**
We foster environmental stewardship.

THE DISTRICT

Irvine Ranch Water District (IRWD) has established itself as a progressive, values-driven agency, with an international reputation for its leading-edge water recycling program, water use efficiency practices, water banking, urban water treatment, and energy storage. IRWD provides high quality, reliable drinking water, non-potable water, sewage collection, and urban runoff treatment services to an increasingly diverse population of over 500,000 residents, workers, students, and others. IRWD's 111,300 connections are 89% residential; 5% commercial, industrial, and institutional; and 6% landscape irrigation. In Fiscal Year (FY) 2017-18 IRWD supplied over 87,600 acre-feet of water, of which 56% was from groundwater, 25% recycled water, and 19% imported water. IRWD serves the entire City of Irvine as well as portions of Costa Mesa, Lake Forest, Newport Beach, Orange, Tustin, and unincorporated Orange County.

Irvine Ranch Water District was established in 1961 under the provisions of the State of California Water Code. As an independent public agency, IRWD is governed by a five-member, publicly elected Board of Directors, each member elected for four-year terms. These officials are recognized leaders throughout the water industry and are responsible for setting the District's policies. Implementation of these policies and the day-to-day operations are the responsibility of the General Manager. IRWD is considered a premier agency and an employer of choice, with a staff of approximately 390 employees and an average employment tenure of over 10 years.

IRWD's annual operating revenue is approximately \$150 million. Its annual capital budget of approximately \$100 million includes a diverse mix of challenging and complex capital projects involving the District's water recycling facilities; groundwater and surface water membrane treatment facilities; water banking facilities; energy storage facilities; and biosolids dewatering, digestion, energy recovery, and pelletization facilities.

More information regarding IRWD can be found at the District's website: www.IRWD.com.

THE AREA

Located across central Orange County, Irvine Ranch Water District encompasses approximately 181 square miles. IRWD extends from the Pacific Coast to the foothills, with elevations ranging from sea level to 3,200 feet. Orange County is a semi-arid region with a mild climate and an average annual rainfall of 12 to 13 inches. With a population over 3 million, Orange County is the third largest county in California and one of the largest in the United States.

Orange County is known for its numerous tourist attractions, cultural opportunities, Mediterranean climate, beautiful beaches, and large wilderness and natural areas. The County is a leading California business center and home to some of the nation's leading companies in the biotechnical, medical, electronic, computer, information, video gaming, cosmetic, clothing, finance, and other fields.

Outstanding educational opportunities are also available within or near the IRWD service area. Irvine Unified, Newport Mesa Unified, Saddleback Valley Unified, and Tustin Unified are the largest public school districts served by IRWD. There are numerous public and private colleges and universities located within the IRWD service area, including the University of California Irvine, Irvine Valley College, and Rancho Santiago Community College, among others.

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THE POSITION

Reporting to the Executive Director of Engineering and Water Quality, the Director of Water Quality and Regulatory Compliance provides leadership and direction to the Regulatory Compliance, Source Control and Water Quality Laboratory functions at IRWD. The person who fills this strategically important and highly visible position oversees 26 employees and manages an annual operating budget of \$5,000,000. Essential job duties include:

- Managing programs and staff engaged in the environmental and regulatory compliance requirements affecting the District's water, sewage, and recycling programs;
- Coordinating programs with regulatory agencies;
- Directing the review and analysis of new and changing regulations;
- Assisting in the development and implementation of operational procedures to ensure compliance with environmental regulations associated with the operations and construction of the water, sewage and recycling systems; and
- Directing the activities of the District's industrial pre-treatment and analytical laboratory programs.

To drive the District's values forward, the Director will provide day-to-day leadership and work with staff to ensure a high performance, customer service-oriented work environment which supports achieving the department's and the District's mission, strategic plan, objectives and values. In addition, he/she will develop subordinates through delegation of authority and encouragement of appropriate certifications; review and approve performance evaluations of department staff on a regular periodic basis; and recommend all salary adjustments, promotions and disciplinary action for department staff.

THE IDEAL CANDIDATE

IRWD is seeking a people-oriented, motivational leader with a solid track record of helping his/her organization maintain regulatory compliance to serve as Director of Water Quality & Regulatory Compliance. The ideal candidate will be an excellent communicator who advocates on IRWD's behalf, keeps District staff and Board members up-to-date on regulatory requirements, and makes highly technical issues understandable and actionable. This person will have an in-depth understanding of how permitting, source control, and laboratory functions are carried out in a water/wastewater agency. In addition, the incumbent will be a person who seeks win-win solutions to complex challenges and helps IRWD maintain credibility with the Regional Water Quality Control Board, Division of Drinking Water, South Coast Air Quality Management District, other regulatory agencies, and the communities IRWD serves.

QUALIFYING EDUCATION AND EXPERIENCE

Requires a combination of education and experience equivalent to a Bachelor's degree in Biology, Chemistry, Water Quality, Engineering, Environmental Sciences or a closely related field and ten (10) years of experience which includes five (5) years at the management level, in an environmental or regulatory compliance setting, preferably with a water and/or sanitation district. A Master's Degree in any of the above-mentioned fields is highly desirable.

Also requires knowledge of advanced principles, practices and methods of administrative, organizational, economic, and procedural analysis; research methodologies relating to regulatory issues; federal, state, and local laws and regulations governing water and sewage distribution, collection, and treatment; Regional Water Quality Control Board, Division of Drinking Water, South Coast Air Quality Management District and other regulatory permitting procedures; air emissions inventories; control and combustion technologies; industrial pre-treatment programs; water quality (laboratory) practices and Environmental Laboratory Accreditation Program; and environmental regulations and laws relating to areas of responsibility.

Review and Evaluation of Experience and Education: Candidates should be aware that District Leadership, working with Alliance Resource Consulting, reserves the right to determine the best combination of education and experience required for this position. The District intends to attract a broad spectrum of highly qualified and interested professionals to apply for this position.

COMPENSATION AND BENEFITS

Salary for this position is based on the candidate's qualifications, salary history, and career accomplishments. The current salary range for the Director of Water Quality and Regulatory Compliance is \$131,448 - \$195,840 per year. In addition, the District provides an excellent benefits package that includes: vacation, holidays and sick leave; choice of HMO and PPO medical insurance plans; employer paid dental plan, vision and life insurance and long-term disability plans; retirement benefits (CalPERS pension plan of 2% @ 62; employees with prior CalPERS or reciprocal membership are eligible for CalPERS pension plan of 2% @ 60 provided the selected candidate has been a CalPERS or reciprocal member within six months of hire date with IRWD); deferred compensation plan with employer-match contributions; retiree health plan; Section 125 Plan; educational reimbursement; cell phone allowance and approximately \$500 per month vehicle allowance. Further details on the compensation package may be obtained through Alliance Resource Consulting.

HOW TO APPLY

Please **apply on-line** by **October 15, 2018**, at www.alliancerc.com. For questions and inquiries, please contact:

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