

GENERAL MANAGER

Orange County Sanitation District

(Fountain Valley, CA)





ABOUT OC SAN

The Orange County Sanitation District (OC San) has provided more than 65 years of outstanding and innovative service to residents and businesses in north Orange County, California. As the third largest wastewater agency west of the Mississippi River, OC San is focused on providing an excellent level of service to its rate payers. With the mission, “To protect public health and the environment by providing effective wastewater collection, treatment and recycling,” OC San has maintained an extensive ocean monitoring program for over 25 years.

OC San is nationally recognized as a leader in wastewater recycling and biosolids and energy recovery. In 2003, OC San became the first biosolids program in the nation to be certified by the National Biosolids Partnership (NBP). OC San produces over 500 million pounds of biosolids a year which are recycled for use on agricultural land or used to produce compost material. OC San also captures and recycles methane to produce electricity and heat that powers over 60% of its energy needs, saving OC San rate payers millions of dollars every year.

In the past year, OC San has won several awards and honors including: the *Honor Award for Excellence in Engineering and Science* (American Academy of Environmental Engineers & Scientists), *Outstanding Wastewater Treatment Plant-State College Sewer Trunk Line* (American Society of Civil Engineers), *Plant Safety of the Year and Operator of the Year-Anthony Chang* (California Water Environmental Agency), *Award of Distinction (Silver)* for the 2020-21 Annual Report and 2020-21 Construction, *Improvement Program Report* (Communicator Awards), and the *Platinum Peak Performance Award* (National Association of California Water Agencies).

OC San’s two treatment plants, located in Fountain Valley and Huntington Beach, process about 180 million gallons of wastewater each day generated by approximately 2.6 million residents and businesses within the service area. While some of the treated water from the two treatment plants is released over five miles out into the ocean at a depth of two hundred feet below the surface of the water, most is recovered into Orange County’s main water supply through the visionary Groundwater Replenishment System (GWRS), a project jointly funded by the Orange County Water District (OCWD) and OC San, which began operation in 2008. The GWRS is the largest water purification project of its kind in the world and can produce up to 100 million gallons (379,000 cubic meters) of water per day of near-distilled, high-quality water. That is enough to meet the needs of nearly 850,000 residents in north and central Orange County. After its final expansion is complete, production will increase to up to 130 million gallons of water per day, enough to meet the needs of over one million people.

OC San is governed by a 25-member Board of Directors, comprised of representatives appointed from 20 service-area cities, two sanitary districts, two water districts, and one representative from the Board of Supervisors. The Board oversees operations, approves programs and projects and sets policy. The Board has four standing sub-committees. These committees are: Steering Committee, Administration Committee, Operations Committee, and Legislative and Public Affairs Committee. Board and Committee meetings are typically held on Wednesday evenings. For a full list of committees and meeting times, please visit www.ocsan.gov.

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OC San has a staff of 647 full-time employees and a fiscal year 2022-2023 operating and capital improvement budget of \$477 million. OC San's workplace culture is rooted in collaboration, transparency, creative thinking, and efficiency. Employees feel valued and are dedicated in pursuing multi-faceted environmental solutions for the region and making a positive impact. OC San also fosters outstanding internal and external stakeholder relations.

THE GENERAL MANAGER'S ROLE

OC San's next General Manager will have the privilege of continuing to build on the District's past success while pursuing new, innovative programs and partnerships.

Reporting to the Board of Directors, the General Manager, functioning as the Chief Executive Officer, is responsible for executive level oversight including planning, directing, managing the services, activities and operations of OC San, and is responsible for the overall leadership of our dedicated staff members and continuity of service to the community. The General Manager ensures that services and operations are delivered in an efficient and effective manner while implementing policy decisions made by the Board of Directors and facilitating the development and implementation of the OC San's goals and objectives. This position is open due to the upcoming retirement of the current General Manager. It is anticipated that there will be a period of overlap with the new General Manager to ensure a smooth transition.

Top priorities of the General Manager will be:

- **Board Relations** – Ensure smooth and responsive communications to the Board. Foster team building, timely education and organized reports to the Board as it sets the course for the organization. Be engaging and accessible to the active committees.
- **Leadership** – Foster the current culture and maintain employee satisfaction. Continue to keep the staff engaged and motivated. Continuously assess the organization, anticipate retirements by conducting periodic organizational reviews with succession planning in mind. Focus on continuing to attract and retain talent.
- **Management** – Oversee the day-to-day operations of OC San. In partnership with OCWD, manage the final expansion of the Groundwater Replenishment System (GWRS) which will recycle 100% of OC San's reclaimable wastewater and provide a reliable water source for over 1 million people. Complete construction of the new OC San headquarters. Ensure the 10-year CIP Plan is completed efficiently and smoothly. Strategically prepare for future infrastructure needs with the Asset Management Plan. Be open and flexible in responding to potential programs and latest initiatives.
- **External Relations** – Collaborate with other agencies and cities on joint projects and initiatives such as the beneficial reuse of food waste for future energy needs. Embrace the dynamics of group decision-making. Be comfortable working with state and federal network on legislation and regulations.
- **Marketing** – As OC San continues to produce cutting-edge and groundbreaking projects, seek to raise the organization's profile as a global leader by pursuing and highlighting state and national recognition, awards, and honors.

THE IDEAL CANDIDATE

OC San seeks an energetic and dynamic utilities executive to be its next General Manager and invites candidates nationwide to apply for this high profile and exciting position.

The ideal candidate will be a well-rounded and forward-thinking leader with an in-depth understanding of both engineering and business management. This person will have outstanding communication skills and a proven track record of leading innovative projects and best practices implementation.

The best-qualified candidate will have experience with a similarly complex and multi-faceted organization. This person will be well-researched on OC San, the County of Orange, and California legislation and regulations as they pertain to OC San's businesses.

The successful candidate will be honest, respectful, responsive, and approachable. They will be visionary, flexible, and able to thoughtfully manage change. This person will enjoy representing OC San at professional conferences and seek to bring the latest trends or ideas back to the organization. They will be a hands-on manager who leads by example and motivates a dedicated workforce.

Education, Certifications and Experience

The following education and experience are required for this position:

- Graduation from an accredited college or university with a bachelor's degree including major course in business, public administration, engineering, or a related field; AND a minimum of 12 years of experience in administrative/financial services, engineering, and/or utility operations and maintenance including five years of department management or executive capacity responsibility for planning, organizing, directing, financing a varied work program and experience with intergovernmental relations.
- Experience reporting to or working closely with a board of directors or elected officials is required.
- Experience working with utilities in highly regulated state is preferred as is knowledge of state and federal regulation governing wastewater treatment and ocean discharge and potential legislation related to treatment of contaminants of emerging concern.

Private and public sector candidates are encouraged to apply. Candidate inquiries, applications, and resumes will be kept strictly confidential.

COMPENSATION

The salary range for this position is \$279,490 to \$341,203, dependent on the qualifications and experience of the selected candidate. In addition, OC San offers an excellent benefits package that includes:

- Participation in the Orange County Employees' Retirement System (2.43% at age 65 retirement formula for classic OCERS members; 2.5% at age 67 for new members).
- Deferred compensation contribution (\$11K).
- Investment incentive salary (6% + \$1,250 annual).
- Life insurance (3x salary).
- Automobile allowance (\$8,400).
- Medical allowance (\$6K).
- Relocation assistance.
- Plus all other benefits provided to its exempt employees in accordance with OC San policies including medical, dental, vision, and disability insurance, and paid leave.

For an overview of OC San's benefits, please visit: www.ocsan.gov/about-us/jobs/employee-benefits.

HOW TO APPLY

Please apply **on-line** immediately at www.alliancerc.com. Candidate review will begin on **November 7, 2022**. Client interviews are anticipated in mid-November and will be held offsite. For questions, inquiries or candidate recommendations, please contact:

Sherrill Uyeda or Cindy Krebs

ALLIANCE RESOURCE CONSULTING LLC

Telephone: (562) 901-0769

Email: suyeda@alliancerc.com or ckrebs@alliancerc.com

 <https://www.linkedin.com/company/alliance-resource-consulting>

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