



DIRECTOR OF FIELD ENGINEERING

EASTERN MUNICIPAL WATER DISTRICT

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The District

Recognized as a leader in the water industry throughout California and nationally, Eastern Municipal Water District (EMWD) provides water, wastewater, and recycled water services to nearly one million customers living and working within a 682-square-mile service area covering Western Riverside and Northern San Diego Counties. EMWD is governed by a five-member Board of Directors and conducts its business with the support of a highly trained workforce of approximately 620 employees. EMWD's FY 2026-27 operating budget is \$306.1 million, with \$194.2 million budgeted for capital improvement program expenditures. The District's current five-year CIP program totals approximately \$938 million.

The District benefits from a strong governance model with alignment between the Board and staff on vision, mission and values, and strategic objectives. This collaboration has had a significant influence on EMWD's continued success.

More information regarding EMWD can be found on the District's website: www.emwd.org

The Department

Field Engineering is part of EMWD's Planning, Engineering & Construction Branch, alongside Engineering, Development Services, Engineering Services, Water Resources & Facilities Planning, and Environmental & Regulatory Compliance departments.

The mission of the Field Engineering Department is:

To provide the highest quality construction Management and Technical Inspection Safety services in a cost-effective manner to meet or exceed EMWD standards for new construction.

As such, Field Engineering is responsible for managing & inspecting capital and developer driven projects. This includes enforcing safety regulations, receipt and review of bids, submittals, requests for information, change orders, insurance, certified payroll, and pay estimates to ensure all construction contract provisions comply with EMWD standards and California Public Contract Laws and Codes.

The Department's FY 2025-2026 and FY 2026-2027 Goals and Objectives include:

- Continue to work with Engineering to determine which technical specifications need to be updated.
- Finalize the front end, general condition documents.
- Continue to identify ways to update the CIPO Construction Management Software to streamline the Construction Administrator, Construction Administrative Representative and Inspector duties.
- Utilize third party construction management and inspection services to aid successful implementation of the CIP Program.
- Complete 100 percent of projects electronically (paperless).
- Create a Senior Electrical Inspector position to add a position for future growth within the Department.
- Recruit for a Construction Administrator position.
- Provide wall offices for the Construction Administrator Manager and Construction Administrative Representative Supervisor.
- Select Third-Party Construction Management and Inspection for Purified Water Replenishment Project.
- Support the ERP and DSMS implementation efforts.
- Successful commissioning and start-up of the Perris North Projects.
- Evaluate the need to add inspection staff to meet the needs of the CIP Program.
- Complete construction on all ARPA Funded projects.

For more information on the Field Engineering Department, please visit: <https://www.emwd.org/who-we-are/district-organization>

The Position

Reporting to the Senior Director of Engineering, the Director of Field Engineering provides leadership for construction administration, contract management, safety oversight, and project inspection activities for large and complex infrastructure projects. The Director of Field Engineering plans, organizes, and oversees the District's field engineering, construction management, and inspection programs supporting EMWD's capital improvement projects for potable water, wastewater, and recycled water systems.

Key responsibilities include directing construction management and inspection operations, overseeing contractor performance, change orders, claims, schedules, and payments; reviewing project plans and specifications for constructability; and ensuring projects are delivered in compliance with District standards, regulatory requirements, and safety protocols. The Director also develops departmental policies, procedures, budgets, and operational plans aligned with EMWD's strategic objectives.

The position works closely with internal departments, consultants, contractors, regulatory agencies, and community stakeholders to coordinate capital construction activities and resolve operational and construction-related issues. Additional responsibilities include preparing and presenting reports and recommendations to executive leadership and participating in District committees and strategic initiatives.

The Field Engineering Department includes three divisions: **Construction Project Administration** (project coordination, documentation, schedules, budgets, and administrative tracking), **Construction Administration** (contract administration, change orders, RFIs, submittals, pay estimates, and contractor coordination), and **Construction and Safety Inspection** (field inspection, safety oversight, code/specification compliance, and construction quality review). Together, these divisions support the administration, inspection, and delivery of EMWD's capital and developer-driven construction projects.

For FY 2026-2027, the Department has a budgeted headcount of 34 FTEs and an operating budget of \$10,308,680. The Department supports a FY 2026-27 Capital Improvement Program budget of \$194.2 million, within EMWD's broader five-year EMWD-funded CIP budget of nearly \$1 billion (approximately 150 projects total in various phases of delivery).

The Director currently oversees approximately 30 FTEs and will have the opportunity to fill additional vacant positions, including a newly added Construction Administrator position. The incoming Director will oversee three direct reports and five managers/supervisors and will manage a substantial portfolio of approximately 40–50 projects in construction at the same time.

The incumbent Director is retiring in the Fall of 2026, with transition timing expected between September and October 2026.

For a more detailed job description, please visit:

https://content.emwd.org/sites/default/files/migrate-documents/job_class_-_director_of_field_engineering.pdf

The Ideal Candidate

The Field Engineering Department has established programs, planning processes, workflows, and administrative practices already in place. The next Director should be able to manage the full project portfolio without micromanaging, know when to step in, maintain awareness of project status and risks, and bring perspective across competing priorities. EMWD has a work culture that is dynamic and mission driven. The ideal Director will mirror this culture and will be willing to help other colleagues and staff members when needed.

The role requires strong communication skills, including public speaking, political acumen, technical writing, and the ability to present effectively to the Board and the public, especially regarding high profile projects. The selected candidate should also be visible at major construction project sites and engaged with staff and project teams. At any given point, the Director will have an awareness of the essential details and timeline delivery of any of the 40 to 50 construction projects in their portfolio. They will have an excellent pulse of the projects while also maintaining a good sense of perspective as how each project fits into EMWD's entire Capital Improvement Program.

From a leadership perspective, the Department needs someone who can understand and respect the existing work culture, build trust, support morale, and help reduce friction among work groups as it can at times, be stressful. The Director should be a seasoned leader who is approachable, coachable, safety-focused, and able to lead within a strong safety culture, including EMWD's conservative approach to OSHA-related requirements (the District is a CalStar VPP site). The candidate should also bring solid industry knowledge and understand the nuances of construction administration, contracts, safety, inspection, and related project functions.

Education, Experience, and Certifications

Any combination of experience and education that provides the required knowledge and abilities is qualifying, along with the specific licenses/certifications as outlined below:

Experience:

Minimum qualifications include ten (10) years of progressively responsible experience in the design, construction, and inspection of large, complex water and wastewater systems, including five (5) years in a management capacity.

Education:

Equivalent to a bachelor's degree in engineering, construction management, or a related field.

Licenses/Certifications:

- Registration as a Professional Civil Engineer in the state of California and/or certification as a Certified Construction Manager (CCM) is required. Candidates with both a CA PE license and a CCM are highly desirable.
- A valid California driver's license and the ability to maintain insurability under the District's Vehicle Insurance Policy.

Compensation and Benefits

The annual salary range for this position is **\$201,905.60 - \$251,409.60**. In recognition of the value its employees deliver to the organization, EMWD offers a generous compensation and benefits package which includes:

- **CalPERS Retirement** – Classic Members: 2% at 55 benefit formula, employee pays the 7% contribution. New Members: 2% at 62 benefit formula, employee current contribution is 7.0%. EMWD does not participate in Social Security. Retiree Medical Coverage provided through CalPERS with EMWD providing the PEMHCA minimum
- **Deferred Compensation** – Two programs are offered to employees: 401(a) – EMWD provides annual contributions of \$1,179.75 and a 457 voluntary plan where EMWD provides a match to the 401(a) equal to 4.5% of employee's annual salary or 6.0% for new hires who do not qualify under the PERS Classic tier
- **Medical Plans** – Several health plans are offered, with EMWD currently contributing up to \$2,942.00/month towards the premiums for employee and family; medical in-lieu program is available with required proof of coverage
- **Dental Plan** – Full coverage for employee and family in the base plan at no cost. Employees have the option to elect an enhanced plan with the employee paying the difference through voluntary payroll deductions
- **Vision Plan** – Full coverage for employee and family in the base plan at no cost. Employees have the option to elect an enhanced plan with the employee paying the difference through voluntary payroll deductions
- **Voluntary Plans** – Health Care and Child/Dependent Care Flexible Spending Account, supplemental accident, cancer, short-term disability insurance, legal, identity protection, and pet insurance available through payroll deductions
- **Life Insurance** – Equal to annual salary up to a maximum of \$250,000 at no cost. Employees may purchase up to an additional \$500,000 in life insurance with EMWD paying 50% of the premium
- **Paid Time Off (PTO)** – 176 hours per year, increasing after year 5 completed
- **Holidays** – 10 paid holidays and 3 floating holidays per year
- **Bereavement Leave** – up to 5 days
- **Tuition Reimbursement** – up to \$6,366 annually
- **Employee Assistance Program (EAP)** – Available to employees and their families
- **Telecommute Opportunities** – Available to qualifying employees on a case-by-case basis when operationally feasible and accordance with District's Telecommute Policy
- **Alternative Work Schedule** – Employees are provided opportunity to work a 9/80 work schedule dependent on position and operational needs.



How to Apply

Please apply **online** by **June 30, 2026**, at:

www.alliancerc.com

EMWD anticipates in-person interviews during late July of 2026. For questions, inquiries or candidate recommendations, please contact:

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