



**SENIOR DIRECTOR OF
INFORMATION SYSTEMS**
EASTERN MUNICIPAL WATER DISTRICT

Recruitment Services Provided By





The District

Recognized as a leader in the water industry throughout California and nationally, the Eastern Municipal Water District (EMWD) is the water, wastewater, and recycled water service provider 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 2025-2026 budget is \$619 million, of which \$163 million is for capital expenditures. 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 success.

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



The Department

The Information Systems (IS) Department enables EMWD's mission by supporting the reliable and efficient delivery of water services. Set within the Administrative Services Branch, the IS Department provides comprehensive technical support, system development, and infrastructure management. The Department manages critical technology, including SCADA for remote facility monitoring, GIS for mapping, and cybersecurity for 24/7 infrastructure protection.

Key functions of the Information Systems Department include:

- **System Support & Development:** Provides analytical support, including the development and administration of technology programs, with a focus on maintaining a modern, secure computing environment.
- **Infrastructure Security:** Manages and monitors system, network, and user security.
- **Data & Networking:** Responsible for the design and maintenance of voice, data, and video communications networks.
- **Technical Support:** Offers help desk and analytical support to staff.

The FY 2025-2026 operating budget for the Information Systems Department is \$18.7 million. For more information on the organization chart of EMWD, please visit: <https://www.emwd.org/who-we-are/district-organization>



The Position

The Senior Director of Information Services reports to the Deputy General Manager and provides executive leadership for EMWD's Information Systems Department. This position sets the District's technology vision and strategy, ensuring the delivery of innovative, secure, and reliable information systems that advance EMWD's mission, Strategic Plan, and Board priorities. The Senior Director serves as a trusted advisor to executive leadership on technology innovation, cybersecurity, enterprise systems, and emerging digital solutions.

Leading a team of 29 full-time employees, including six direct reports, the Senior Director of IS drives the development and execution of technology initiatives that enhance operational efficiency, data-driven decision-making, and service delivery of EMWD. The role provides oversight of strategic planning, enterprise systems, business applications, network services, and IT operations, while fostering a culture of innovation and continuous improvement across the Department.

As a member of EMWD's Executive Team, the Senior Director of IS builds and empowers high-performing, customer-focused teams, drives major technology investments, and collaborates with District departments, external partners, and regulatory agencies.

For a more detailed job description, please visit: https://content.emwd.org/sites/default/files/migrate-documents/job_class_-_senior_director_of_information_systems.pdf



Opportunities

The Senior Director of IS will help shape EMWD's technology strategy and ensures that the District remains at the forefront of industry's best practices. Some opportunities of the position include:

- Drive enterprise innovation by advancing the use of AI and digital solutions to modernize business processes and decision-making.
- Maximize the value of recent major technology investments, including ERP (Workday), SCADA, billing, and permitting systems, through stronger integration and optimization.
- Build a highly collaborative Information Services Department by breaking down silos and strengthening cross-functional alignment.
- Mentor and develop talent while fostering strong partnerships between Information Services and other District departments.
- Lead and support EMWD's ongoing migration from Oracle-based systems to a Microsoft-based platform.
- As several retirements are expected over the next four years, the new Director will have the opportunity to strategically fill vacancies and further develop the team.

The Ideal Candidate

The ideal candidate is a visionary and collaborative technology leader who can clearly articulate EMWD's technology vision. This person will drive transformative initiatives across the organization. The ideal candidate will be able to translate complex technical concepts into clear practical terms for a variety of audiences including the Board of Directors, executive leadership, staff, and community stakeholders. The ideal candidate will foster a positive and engaging work environment, especially during stressful and demanding periods. The successful candidate will be proactive and forward-thinking, with a demonstrated ability to lead innovation, build alignment, and advance District-wide technology strategies that support EMWD's mission and long-term goals.

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:

Ten (10) years of progressively responsible information systems program management, of which five (5) years should be in a management capacity.

Education:

Equivalent to a bachelor's degree from an accredited college or university with major coursework in information systems, computer science, business administration, or a closely related field. Master's degree is desirable.

Licenses/Certifications:

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 **\$245,419.20- \$305,614.40**. 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 \$1,180 and a 457 voluntary plan where EMWD provides a match to the 401(a) equal to 4.0% of employee's annual salary or 5.0% 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 \$2,739.00/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 with EMWD contributing up to \$1,560 annually. 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 at no cost
- **Voluntary Plans** – Health Care and Child/Dependent Care Flexible Spending Account, supplemental accident, cancer, and short-term disability 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 \$6,198 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 4/10 or 9/80 work schedule dependent on position and operational needs.



How to Apply

Please apply on-line by **March 6, 2026** at:

<https://www.alliancerc.com/>

For questions, inquiries or candidate recommendations, please contact:

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