



SENIOR ENGINEERING GEOLOGIST
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 625 employees. EMWD's FY 2024-2025 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 Water Resources & Facilities Planning Department provides key water resource projects that support EMWD's mission of delivering safe, reliable, and sustainable water services. The Department plays a critical role in long-term groundwater quality improvement initiatives, including the Perris North Groundwater Program and the San Jacinto Valley Groundwater Treatment Facility. In addition, the Department is involved in the planning, coordination, and design of pipelines, booster stations, and other infrastructure improvements across the District's service area which includes Western Riverside County and Northern San Diego County.

The FY 2025-2026 operating budget for Water Resources & Facilities Planning is \$4,725,000. For more information on the organization chart of EMWD, please visit: <https://www.emwd.org/who-we-are/district-organization>



The Position

Reporting to the Principal Engineering Geologist, the Senior Engineering Geologist is responsible for planning, organizing, and executing complex engineering and hydrogeologic projects and programs that support the District's water supply, groundwater management, and well construction efforts. The position provides technical leadership to professional and technical staff, oversees consultant work, and ensures quality and compliance with District standards and regulatory requirements.

While the position bears the title of "engineering geologist", this position is for a hydrogeologist. Key responsibilities include administering the design and construction of major production and monitoring wells, updating and maintaining the District's groundwater basin model, and managing complex hydrogeologic studies and analyses. The Senior Engineering Geologist also participates in the preparation of groundwater management and master plans, evaluates groundwater extraction and recharge projects, and develops and monitors project budgets. This position coordinates across departments, provides technical guidance to consultants, and prepares and reviews detailed technical reports, specifications, and correspondence related to engineering geology and hydrogeology.

For a more detailed job description, please visit: <https://content.emwd.org/sites/default/files/2025-07/Senior%20Engineering%20Geologist%20July%202025.pdf>



The Opportunity

The Water Resources & Facilities Planning department is integral to EMWD's mission of delivering value to its diverse customers and the communities they serve by providing safe, reliable, economical and environmentally sustainable water, wastewater and recycled water services. As such, below are some key opportunities for the incoming Senior Engineering Geologist:

- Foster a culture of collaboration and creativity by engaging employees, encouraging, supporting self-development, and recognizing staff achievements
- The Groundwater Monitoring Program is managed by an outside consultant; the Senior Engineering Geologist will have the opportunity to bring this function in-house to EMWD
- Represent the District during meetings with various stakeholders and be a credible voice for the District
- Collaborate with other District departments
- Provide technical guidance for areas of the District that have been adjudicated

The Ideal Candidate

The ideal candidate will be a skilled technical professional and project manager with extensive experience in hydrogeology, groundwater management, and well design. They will communicate complex information to stakeholders in a meaningful and impactful way. They will demonstrate strong leadership and possess the ability to coordinate complex projects and multidisciplinary teams effectively. The ideal candidate will be a critical thinker who is discerning and thoughtful when approaching a problem. The successful candidate will have sound judgment, a collaborative mindset, and a commitment to advancing the District's mission through innovative and sustainable water resource solutions.

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:

Eight (8) years of progressively responsible professional experience supporting hydrogeologic and water resources planning, development, and construction programs or projects, or three (3) years of experience as an Engineering Geologist II with the District.

Education:

Equivalent to a bachelor's degree from an accredited college or university with major coursework in geology, hydrology, hydrogeology, civil engineering, or a related field. A master's degree is highly desirable.

Licenses/Certifications:

A valid certificate of registration as a Professional Geologist, Certified Engineering Geologist, or Certified Hydrogeologist, or as a Professional Civil Engineer with verified experience in geological work issued by the State of California.

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 **\$158,184 - \$197,018**. 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 \$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 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 \$6,366 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 4/10 or 9/80 work schedule dependent on position and operational needs.



How to Apply

Please apply **on-line** by **December 31, 2025** at

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

EMWD anticipates having the first round of final interviews during the week of January 26, 2026. For questions, inquiries or candidate recommendations, please contact:

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