



**Reliability Manager
Irvine Ranch Water District
(Irvine, CA)**

The Position

Irvine Ranch Water District's (IRWD's) Reliability Manager is responsible for effectively managing the District's Asset Management Program. Reporting to the Director of Maintenance, this person plans and organizes asset management and reliability activities; coordinates and oversees management of the District's assets; monitors assets to ensure reliability to minimize life cycle cost; and develops efficient processes and procedures that capture essential information for informed decision making to optimize asset life. The Reliability Manager supervises a team of six full-time professionals. Collaboration with other departments is required to ensure successful outcomes. Essential duties and responsibilities include:

- ▶ Provide training and mentoring for Asset Systems Staff and other District staff with respect to asset management and reliability practices. Regularly monitor performance and provide coaching for performance improvement and development. Recommend compensation and provide other rewards to recognize performance. Subject to management concurrence, approve or take disciplinary action, up to and including termination, to address performance deficiencies, in accordance with District policies and labor contract agreements.
- ▶ Provide day-to-day leadership and works with staff to ensure a high-performance, customer service-oriented work environment that supports achieving the department's and the District's mission, objectives, and values. Applies process improvement and quality management principles to assigned areas of responsibility.
- ▶ Identify opportunities for improving the District's asset management practice, ensuring consistency in methodologies and practices, and alignment with department strategies and priorities.
- ▶ Participate in the creation and implementation of department policies, plans, and strategies. Lead and direct staff and outside consulting resources in the development and application of new methods and processes to achieve higher efficiency, quality, and innovation.
- ▶ Participate in and lead root cause analysis and incident investigations involving equipment failures and safety incidents.
- ▶ Develop and maintain an EAM system (Maximo) which integrates with existing information technology systems e.g., the District's financial system (Oracle EBS), geospatial system (ESRI ArcGIS), etc.
- ▶ Maintain the integrity and accuracy of the asset database by tracking asset acquisition, replacement/decommissioning, and associated replacement costs, and condition assessments.
- ▶ Develop, implement, monitor, and report on Key Performance Indicators (KPIs) for operational activities. Investigate and report on EAM performance measured against industry benchmarks and agreed upon performance indicators.
- ▶ Develop, implement, and maintain a comprehensive and responsive, predictive, preventive, and corrective maintenance program for District assets. Assist in developing and maintaining maintenance plans and Capital Improvement Programs (CIPs) for all infrastructure asset groups.
- ▶ Research and make recommendations on best and appropriate practices for asset management and maintenance systems. Effectively utilize predictive and other non-destructive testing methodologies designed to identify and isolate inherent reliability problems.
- ▶ Analyze data to understand relationships between asset age, condition, rate of deterioration, and life cycle rehabilitation cost-benefit. Interpret trends, identify, and manage risks, develop recommendations with preferred option. Assist in the development of engineering standards that effectively extend asset life cycle.
- ▶ Collaborate with managers and staff regarding the rehabilitation, repair, or replacement of District assets. Develop and refine approaches to evaluate and measure risk tolerance in collaboration and coordination with managers and staff to guide District's asset management decisions, activities, and investments.
- ▶ Lead initiatives across multiple District departments leading to organizational improvement, cultural change, and overall process improvements related to asset management and systems reliability.
- ▶ Produce and maintain updates of the Asset Management Plan that documents the state of the assets, levels of service, asset criticality, maintenance, and CIP needs.
- ▶ Act as a liaison to provide input to ensure reliability/maintainability on new/modified installations.
- ▶ Investigate equipment failure to derive understanding, learning and recommend action to correct/prevent. Develop reports/presentations to share learnings.
- ▶ Develop engineering solutions to repetitive failures and other significant problems (i.e., capacity, quality, cost, or regulatory compliance) that adversely affect the District's operations.
- ▶ Prepare reports for internal use and presentations to advisory committees, senior staff, and Board of Directors. Provide status reports on maintenance activity and KPIs as needed.
- ▶ Provide technical support to operations, maintenance management, and other personnel.
- ▶ Comply with District safety work-related practices and attend relevant safety training. Ensure appropriate safety training for work being performed by assigned staff. Ensure safety meetings (tailgates) are held bi-weekly. Conduct visual safety inspections and report findings to Safety office as appropriate.

The Ideal Candidate

The ideal candidate is an experienced engineer and asset management expert who enjoys working in a collaborative environment. They are adept at leading change and have a welcoming personality that inspires other people to use the tools and systems that improve analytics, performance, and outcomes. If something fails, this person is able to review the data that IRWD collects, perform a root cause analysis, and determine the course of action that is required to fix the problem.

Well-qualified candidates will have project management experience and the ability to review and provide comments on plans and specifications from an engineer's perspective. They will also have prior experience working with Maximo and Esri or similar computerized maintenance management and GIS mapping systems.

The selected candidate will be a person who demonstrates an unwavering commitment to IRWD's corporate values.

Qualifying Education and Experience

Requires a combination of education and experience equivalent to a bachelor's degree in engineering or a related field. Also requires 7 years of engineering experience AND 4 years of supervisory experience. A Master's degree in engineering or a related field is preferred.

The most competitive candidates will have a thorough knowledge of theory, principles, practices and techniques of science and engineering as they apply to a large, complex potable/recycled water systems either through formal training or related experience.

Extensive knowledge of government/utility agency infrastructure asset management processes, procedures and practices including familiarity with PAS-55 and/or ISO 55000 on Asset Management or IBM Maximo is preferred.

Licenses/Certifications

- ▶ Valid Class 'C' California Driver's License required
- ▶ Registered Professional Engineer in the State of California strongly desired
- ▶ Society for Maintenance & Reliability Professionals (SMRP) Certification or similar professional certification strongly desired

Compensation and Benefits

The current salary range for the Reliability Manager is \$132,816 - \$190,572 annually. In addition, the District provides an excellent benefits package that includes:

- ▶ Vacation, paid holidays, and sick leave
- ▶ Choice of HMO and PPO medical insurance plans for employees and their eligible dependents with an employer contribution of up to \$2,694.51 per month in 2024
- ▶ District-paid Delta Dental PPO plan EyeMed PPO vision plan for employees and their eligible dependents
- ▶ Life insurance
- ▶ Long-term disability plan
- ▶ CalPERS retirement benefits (details available upon request)
- ▶ Deferred compensation plan with employer-match contributions
- ▶ Retiree health plan

Additional benefits include: educational reimbursement; employee assistance program; commuter benefits; wellness reimbursement program; and cell phone allowance. Optional benefits include: flexible spending accounts; accident, critical illness, and hospital indemnity insurance; pet insurance; and legal services. Further details on the compensation package many be obtained through Alliance Resource Consulting.

IRWD's employees enjoy working in a safe, supportive, and nurturing environment where they form strong bonds with fellow employees. To ensure effective communication and promote a collaborative team environment, **employees report to work each day in the office or in the field**, depending on their positions. 4/10 and 9/80 workweek options are available.

How to Apply

For priority consideration, apply immediately at www.alliancerc.com. Interviews will be scheduled when a sufficient number of well-qualified candidates is identified. For questions and inquiries, please contact:

Cindy Krebs

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Alliance Resource Consulting LLC

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La Palma, CA 90623

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

The District

Irvine Ranch Water District (IRWD) is a progressive, values-driven agency, with an international reputation for its leading-edge financial management practices, water recycling program, water use efficiency practices, water banking, urban runoff treatment, and energy generation and storage. Established in 1961 as a California Water District under the provisions of the California Water Code, IRWD is an independent special district serving central Orange County. IRWD provides high-quality drinking water, reliable sewage collection and treatment, ground-breaking recycled water programs, and environmentally sound urban runoff treatment to its customers.

As an independent, not-for-profit public agency, IRWD is governed by a publicly elected five-member Board of Directors. The Board is responsible for the District's policies and decision-making. Day-to-day operations are supervised by the General Manager. Additional information can be found at the District's website: www.IRWD.com

IRWD Corporate Values

Irvine Ranch Water District believes that its values drive the character, culture, and capacity of our organization. IRWD was built on values, and we weave them into the fabric of everything we do. Values are the ingredients in our recipe for both institutional and individual success. They are a code of conduct to promote positive outcomes for others and ourselves. They are more than words on a wall or a website. We live by them every day. We pledge to keep them relevant in an ever-changing world.



The Area

Serving several communities in 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 locally, including the University of California Irvine, Chapman University, and California State University - Fullerton, among others.