



DIRECTOR OF WATER USE EFFICIENCY
EASTERN MUNICIPAL WATER DISTRICT
PERRIS, CA
www.emwd.org

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 558-square mile service area in Western Riverside County. EMWD is governed by a five-member Board of Directors and conducts its business with the support of a highly trained workforce of approximately 600 employees. EMWD's FY 2021-2022 budget is 440 million, of which \$113 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.

THE DEPARTMENT

EMWD is an industry leader in Water Use Efficiency and has established tools, techniques, and programs that increase conservation and contribute to EMWD's water supply reliability. Despite the population more than doubling over the last 20 years, EMWD has reduced its reliance on imported water, and per capita use has decreased by more than 40 percent. The Water Use Efficiency Department works closely with state, regional, and local partners to maximize participation in conservation programs, while minimizing impacts to its ratepayers. The Department offers a variety of services to its customers ranging from assistance with staying within their established water budgets to direct install of water efficient irrigation devices. In a fast-growing region that is only 38 percent built out, EMWD will be looking for the Water Use Efficiency Department to continue to be innovative and a leader in water use efficiency as this will continue to be an important part of EMWD's overall water supply reliability strategy.

THE POSITION

Reporting to the Assistant General Manager of Planning, Engineering, and Construction, the Director of Water Use Efficiency develops, plans, organizes, directs, and implements the District's the Water Use Efficiency (Conservation) Program, with an emphasis on landscape irrigation and California friendly horticulture/landscape design. The Director of Water Use Efficiency has three direct reports and leads a department of approximately eight employees plus oversight of external contractors and consultants. The incumbent exercises significant authority and independence in managing, implementing, and integrating a broad range of functions, programs, and staff.

THE IDEAL CANDIDATE

The ideal candidate for the position of Director of Water Use Efficiency will have a broad-based knowledge of the theory, principles, practices, and techniques in Water Use Efficiency (Conservation) Programs, with an emphasis on landscape irrigation and California friendly horticulture/landscape design, oversees, scopes, and will coordinate the work of consultants engaged in water use efficiency related studies, and special projects; ensures effective and efficient high-quality work in support of the District's water use efficiency programs.

In addition to being approachable, the successful candidate will be an exceptional listener, strong communicator, and an accomplished presenter. Water use efficiency programs must align with other EMWD strategic priorities and will require close coordination with EMWD stakeholders in other departments including strategic communications, governmental affairs, water supply planning, grants and loans, water reclamation, and customer service staff.

As department head in a fast-paced, customer service focused organization, the Director of Water Use Efficiency must be a visionary, inspirational leader who develops strategies for improving the effectiveness and efficiencies of the District's Water Use Efficiency Department, gains support for them, and ensures that they are implemented. The incumbent will be a proponent of succession planning who enjoys developing and mentoring staff. They will have a desire to be part of a high-performance team that places a high value on honesty, integrity, and collaboration with a passion for incorporating best practices into daily operations of a large and complex public organization.

CHALLENGES & OPPORTUNITIES

Water use efficiency is increasing important as Southern California continues to experience prolonged dry hydrologic conditions. EMWD's Water Use Efficiency Program needs to enhance long term water supply reliability, support anticipated growth, and be adaptable to regulatory requirements including emergency drought response.

The regulatory environment in California is complex and prescriptive. The Director of Water Use Efficiency must be able to successfully manage the Water Use Efficiency (Conservation) Programs for EMWD within a challenging and frequently changing regulatory context.

The employees in the Water Use Efficiency Department work at EMWD's offsite directly with customers throughout the District. The Director must be effective at creating and maintaining a strong sense of teamwork among employees to engender commitment to EMWD's mission, vision, and guiding principles.

EDUCATION AND EXPERIENCE

- Equivalent to a bachelor's degree from an accredited college or university with major coursework in water resources planning or a related field. Coursework in horticulture, landscape architecture, turf science or equivalent is desirable. Master's degree in related field is desirable.
- Eight (8) years of progressively responsible experience in water use efficiency and conservation programs for a public water utility, four (4) of which should be in a management capacity.

LICENSES/CERTIFICATIONS

- A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance policy.
- AWWA Water Use Efficiency Practitioner, Qualified Water Efficient Landscape, or related certification is desirable.

COMPENSATION AND BENEFITS

The annual salary range for this position is \$165,963.20 - \$206,668.80, dependent on qualifications. 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 \$2,128/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 2 floating holidays per year
 - **Bereavement Leave** – up to 36 hours
 - **Tuition reimbursement** – up to \$5,250 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

This recruitment is open until filled; however, first consideration and resume review will begin on August 31, 2022, interviews will be scheduled shortly thereafter. To apply for position, go to: <https://www.emwd.org/joinemwd> and search for Director of Water Use Efficiency under Executive listings.

For questions and inquiries, please contact:

Kristin Simpson, HR Technician I

simpsonk@emwd.org | (951) 928-3777 Ext. 4215

[View our Join EMWD video by clicking here](#)

2270 Trumble Road, Perris, CA 92570 • www.emwd.org
EMWD is an Equal Opportunity / ADA Employer