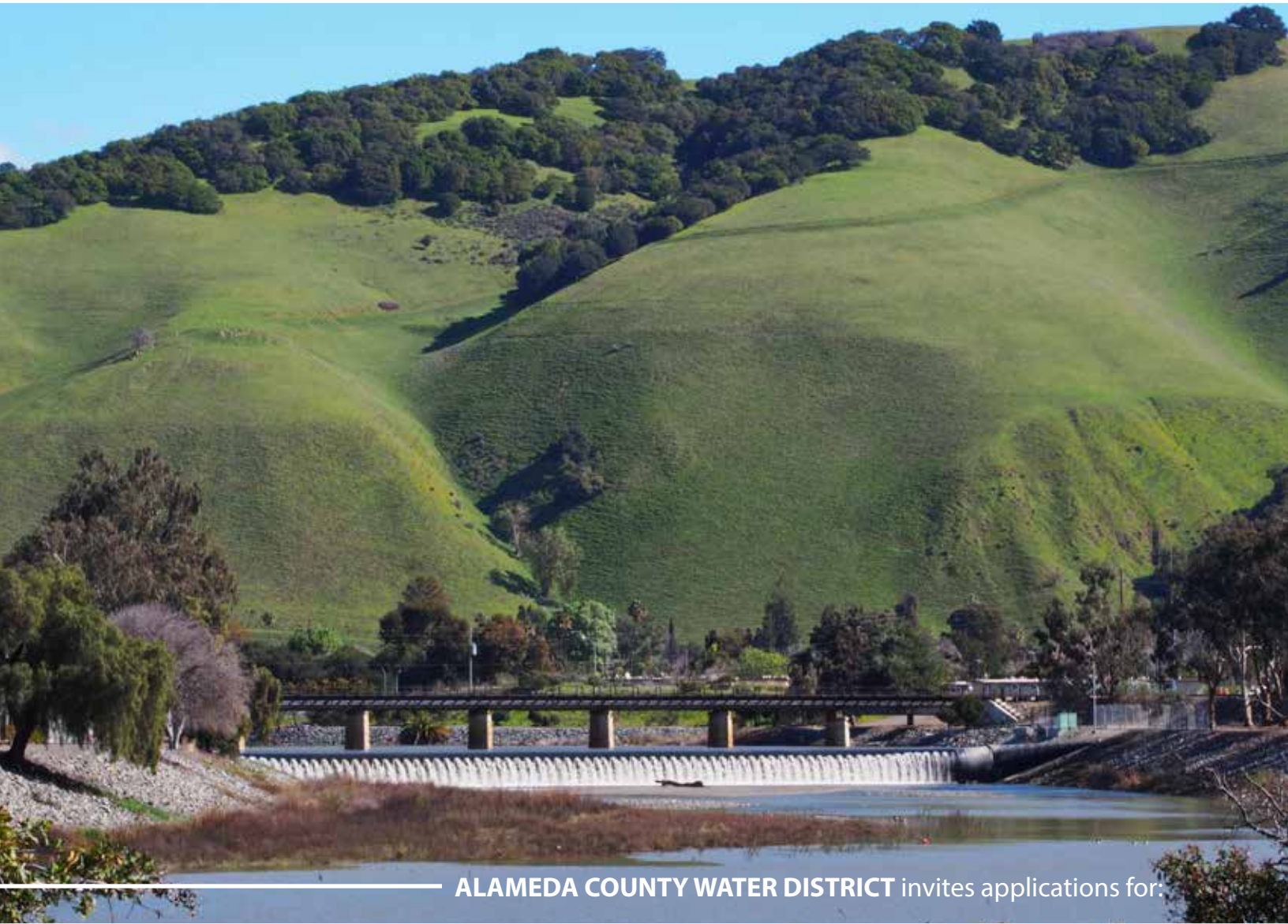


CAREER OPPORTUNITY



ALAMEDA COUNTY WATER DISTRICT invites applications for:



## DIRECTOR OF ENGINEERING

**SALARY: \$206,014-\$250,416** ANNUALLY, PLUS EXCELLENT  
BENEFITS

FINAL FILING DATE: **OPEN UNTIL FILLED**

# THE POSITION

THE ALAMEDA COUNTY WATER DISTRICT, in Fremont, California, is seeking a seasoned water-industry engineer and strong leader to serve as the District's Director of Engineering.

Reporting to the General Manager, the Director of Engineering plans, organizes and manages the District's Engineering Department which includes the functional areas of development services, project engineering, and capital program budgeting and execution. The position is responsible for an annual budget of approximately \$60 million, and is responsible for a greater than \$1 billion 25-year Capital Improvement Program. The position may also direct the activities of the District's Information Technology function. The Director of Engineering establishes goals and objectives for the Engineering Department, directs the work of staff engaged in engineering program activities and ensures the effectiveness of departmental programs; provides responsible advice and counsel to the Board, General Manager, and District managers on a variety of engineering and technical issues; participates on the Executive Management team to develop District-wide policies and procedures and to advance the goals and mission of the District; provides highly responsible administrative staff assistance to the General Manager; represents the District to outside groups and organizations; collaborates extensively with internal and external stakeholders representing the District on a variety of issues; serves as District liaison on various inter-agency coordination projects; and performs related work as required.

## THE IDEAL CANDIDATE

THE IDEAL CANDIDATE will possess the following Experience and Key Attributes:

- Extensive engineering experience with a public utility and a deep understanding of the associated principles, practices, laws, codes, and standards.
- Experience in the planning, development, and administration of a Capital Improvement Program including organization-wide prioritization, budgeting, tracking, and reporting.
- Experience in the extension of infrastructure and services to newly developed or redeveloped land uses.
- Proven leadership and management experience in the public sector, with strong administrative, organizational management, and employee engagement skills.
- Strategic, long-term, and inclusive thinking, skilled in analyzing policy and organizational issues from all viewpoints.
- Strong collaboration and communication abilities, with a clear vision and direction related to the future of California water initiatives and the District.
- Strong customer service experience, ethics, skills, and abilities.
- Experience in real property-related transactions including easements, licenses, and the acquisition and disposal of public land.
- Ability to effectively negotiate and resolve complex, sensitive, controversial, and other challenging issues.
- Possess an advanced degree in engineering and/or public administration.

# KNOWLEDGE, SKILLS, AND ABILITIES

- ▶ Civil engineering principles, terms, practices, and methods applicable to water utilities
- ▶ Water treatment, groundwater, and distribution systems
- ▶ Principles of management and administration
- ▶ Federal, state, and local laws and regulations relating to water facility design and construction
- ▶ Capital project management
- ▶ Public contracting and contract management practices
- ▶ Budget administration
- ▶ Engineering mathematics through calculus and statistical analysis methods
- ▶ Employee supervision and personnel management
- ▶ Written and verbal presentation and report writing
- ▶ Developing and maintaining relationships at all levels in and outside of the organization
- ▶ And more



## MINIMUM QUALIFICATIONS

**A**NY COMBINATION OF EDUCATION AND EXPERIENCE that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge, skills, and abilities would be:

- ▶ A Bachelor's degree with a major in Engineering.
- ▶ Eight (8) years of full-time professional engineering experience.
- ▶ Four (4) years plus experience in a supervisory capacity.
- ▶ Registration as a Professional Engineer in California is required.



## THE DISTRICT

**T**HE ALAMEDA COUNTY WATER DISTRICT (ACWD) is a special purpose public agency that provides drinking water to over 357,000 people in Fremont, Newark, and Union City (greater San Francisco Bay Area). ACWD supplies and treats water from three sources: 1) State Project water via the South Bay Aqueduct, 2) Hetch Hetchy water and treated local water purchased from the San Francisco Public Utilities Commission, and 3) groundwater from an aquifer recharged by both natural runoff and imported water flows. There are three major water production facilities using treatment technologies including primary ozone disinfection and reverse osmosis. The District encompasses more than 900-miles of distribution and transmission pipelines, as well as 13 tanks and reservoirs; it is currently implementing Advanced Metering Infrastructure at each of the District's 87,000 water services, and 4.5MW of solar arrays at District facilities. Annual average demand is 35 million gallons per day. ACWD has a staff of 236 employees and a budget of approximately \$175 million. The District is headquartered in Fremont, CA. For further District information, see our website at [www.acwd.org](http://www.acwd.org).

## THE COMMUNITY

**A** CWD IS LOCATED IN THE CITY OF FREMONT and serves the Tri-City area. The Tri-Cities of Fremont, Newark and Union City are conveniently located, central to the San Francisco Bay Area, and combines the region's rich history with many fun things to do. They are near bustling activity hubs Oakland, San Jose, and San Francisco. With excellent schools and a diverse and vibrant community—it's a great place to raise a family. With a temperate year-round climate, there is ample opportunity to enjoy the outdoors, including the Alameda Creek Trail and Quarry Lakes Regional Recreation Area, and various outdoor hiking trails and scenic landscapes.

## ACWD offers a competitive benefits package that includes the following:

- **Health Insurance:** Coverage is provided through the CalPERS Health program. Employees contribute 1.0% of salary toward the cost of their medical benefits. Under the Cafeteria Plan, employees will receive a flex dollar allowance to purchase healthcare coverage and qualifying voluntary products.
- **Dental and Vision:** The District fully pays for coverage of the employee and eligible dependents.
- **Retirement:** California Public Employees Retirement System (CalPERS) benefit depends on whether the employee is a “new” member or a “classic” member under state law.
- **Classic member:** Employee who is a member of PERS or reciprocal agency within six months of hire at ACWD. 2.5% @ 55 with 5.5% employee contribution. \$5000 Retired Death Benefit, 3% Annual Cost-of-Living Allowance Increase, Post-Retirement Survivor Allowance to Continue After Remarriage, Pre-Retirement Death Benefits to Continue After Remarriage of Survivor, Additional Opportunity to Elect 1959 Survivor Benefits, 1959 Survivor Benefit Level 4, Unused Sick Leave Credit, Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service, Military Service Credit as Public Service, Final Compensation 1 Year, Post-Retirement Survivor Allowance, Prior Service.
- **New member:** Employees hired after 12/31/12 that were not members of PERS or a reciprocal agency within the last six months of hire at ACWD. 2% @ 62 with 7% employee contribution. \$5000 Retired Death Benefit, 1959 Survivor Benefit Level 4, 3% Annual Cost-of-Living Allowance Increase, Additional Opportunity to Elect 1959 Survivor Benefits, Final Compensation 3 Years, Military Service Credit as Public Service, Post-Retirement Survivor Allowance, Post-Retirement Survivor Allowance to Continue After Remarriage, Pre-Retirement Death Benefits to Continue After Remarriage of Survivor, Pre-Retirement Option 2W Death Benefit, Prior Service, Public Service Credit for Peace Corps, AmeriCorps VISTA, or AmeriCorps Service, Unused Sick Leave Credit.
- **Social Security/Medicare:** The District does not participate in Social Security but provides a 1.45% matching Medicare contribution.
- **Retiree Health Benefits:** Employees are provided contributions to a Retiree Health Savings Account towards their future retiree health benefits.
- **Life Insurance:** The District provides you with Basic Life Insurance and Basic AD&D Insurance of one- and one-half times your annual salary to a maximum of \$250,000. There is no cost to the employee for this insurance.
- **Long Term Disability:** The District provides you with Long Term Disability Income Insurance of 66 2/3% of monthly earnings with a maximum monthly benefit of \$15,000.
- **Short Term Disability:** Coverage is provided through the District for employees working more than 20 hours per week at 66 2/3% of base weekly earnings for the first 12 weeks up to a weekly benefit maximum of \$2,350.
- **Deferred Compensation:** Optional deferred income plans allowing tax sheltering of current income and payment later as supplemental retirement income. The District matches up to \$1,750 per year to the employee’s 401(a).
- **Vacation:** 10 days first year, increasing to 25 days after 20 years
- **Holidays:** 11 days per year
- **Sick Leave:** 12 days per year
- **Management Leave:** 96 hours of Management Leave per calendar year.
- **Vehicle Allowance:** \$480/month.
- **Employee Assistance Program:** Up to 6 sessions for employees and family members for professional consultation and short-term counseling for personal problems.
- **Tuition Reimbursement:** The District will reimburse 100% of the total tuition and textbook costs incurred in taking courses outside of normal working hours related to District employment up to an annual maximum of \$5,250.

# THE SELECTION PROCESS

TO APPLY, PLEASE VISIT <https://www.governmentjobs.com/careers/acwd/jobs/3048883-0/director-of-engineering>

A resume, cover letter, and supplemental questionnaire must be submitted. Position is open until filled.

Candidates who present the best job-related qualifications will be invited to participate in the first round of panel interviews with the ACWD.

# EMPLOYMENT INFORMATION

- Employment offers are normally made following the outcome of a reference check and are always contingent upon successful completion of a job-related pre-employment physical exam, which may include a drug screen, as well as a security background check. These exams are administered by the District at no cost to the applicant. All District employees are subject to the District's drug and alcohol policies.
- Employment is made contingent upon verification of identity and legal right to work in the U.S.A. pursuant to federal law, and the signing of a loyalty oath pursuant to state law.

