



RINCON DEL DIABLO
METROPOLITAN WATER DISTRICT

General Manager



THE ORGANIZATION

Located in the picturesque community of Escondido, in San Diego County's north region, Rincon Water has been committed to serving its customers with excellence, innovation, and fiscal responsibility, ensuring they continue to meet the evolving needs of their growing region while maintaining a resilient and sustainable water supply. This includes:

1. Promoting Fiscal and Resource Health
2. Prioritizing Safety and Emergency Preparedness
3. Enhancing Every Department's Customer Service
4. Strengthening Organizational Capacity
5. Ensuring the Reliability and Longevity of Assets and Infrastructure

Rincon Water provides essential services to a diverse service area that spans multiple jurisdictions. Our boundaries extend into the cities of Escondido, San Marcos, and San Diego, as well as the surrounding unincorporated areas of San Diego County.

The District's total service area covers approximately 27,000 acres (42 square miles), with potable and recycled water delivered through two designated improvement districts. Collectively, these districts support approximately 9,700 residential and commercial water service connections.

Rincon Water's service area falls within the San Dieguito and Carlsbad watersheds and the Escondido Valley Groundwater Basin. Its boundaries are adjacent to several other water providers, including Del Dios Mutual Water Company; Vallecitos, Olivenhain Municipal, and Valley Center Municipal water districts; and the Cities of Escondido and the City of San Diego Water Utilities.

The District serves a dynamic and growing community, home to key institutions and businesses, including Palomar Hospital, Sempra, and Stone Brewery, which contribute to the region's economic and social vitality.

Rincon Water is the recipient of many prestigious awards, including:

- 2023 San Diego Business Journal Best Places to work
- 2024 San Diego Business Journal Best Places to work
- 2025 San Diego Business Journal Best Places to work
- GFOA (Government Finance Officers Association) – Distinguished Budget Presentation Award (FY 23/24 & FY 24/25 and FY 25/26 & FY 26/27 Budgets – biennial)
- GFOA (Government Finance Officers Association) – Certificate of Achievement for Excellence in Financial Reporting (FY 22/23 and FY 23/24)
- CMTA (California Municipal Treasurers Association) – Investment Policy Certification (2022)
- 2024 - MISAC (Municipal Information Systems Association of California) Quality IT Practices Award
- 2025 - MISAC Quality IT Practices Award

Rincon Water remains committed to collaboration with its customers, regional partners, and stakeholders to ensure a secure and sustainable water future for all.

Mission:

We provide safe and reliable water services with exceptional value and responsiveness, guided by our steadfast commitment to protecting resources for our community.



Values:

Resource Stewardship

The responsible use and protection of environmental, financial, and technological resources, focusing on efficiency, protecting quality, and leveraging advanced systems to promote sustainability, resilience, and community partnerships.

Integrity

Acting with accountability, transparency, and respect to build trust with customers, employees, and the community. This includes providing accurate information and ensuring fairness at every level and with every interaction.

Preparedness

The ability to act quickly and effectively during crises to minimize service disruptions and maintain reliability. It reflects the organization's readiness and commitment to protecting the community.

Continuous Improvement

Constantly enhancing systems, processes, and services to meet current and future needs. It includes engaging employees, improving culture, and innovation to support first-class operations.

Teamwork and Collaboration

Working together within the organization and with external partners through open communication, shared goals, and co-creation to achieve better results.

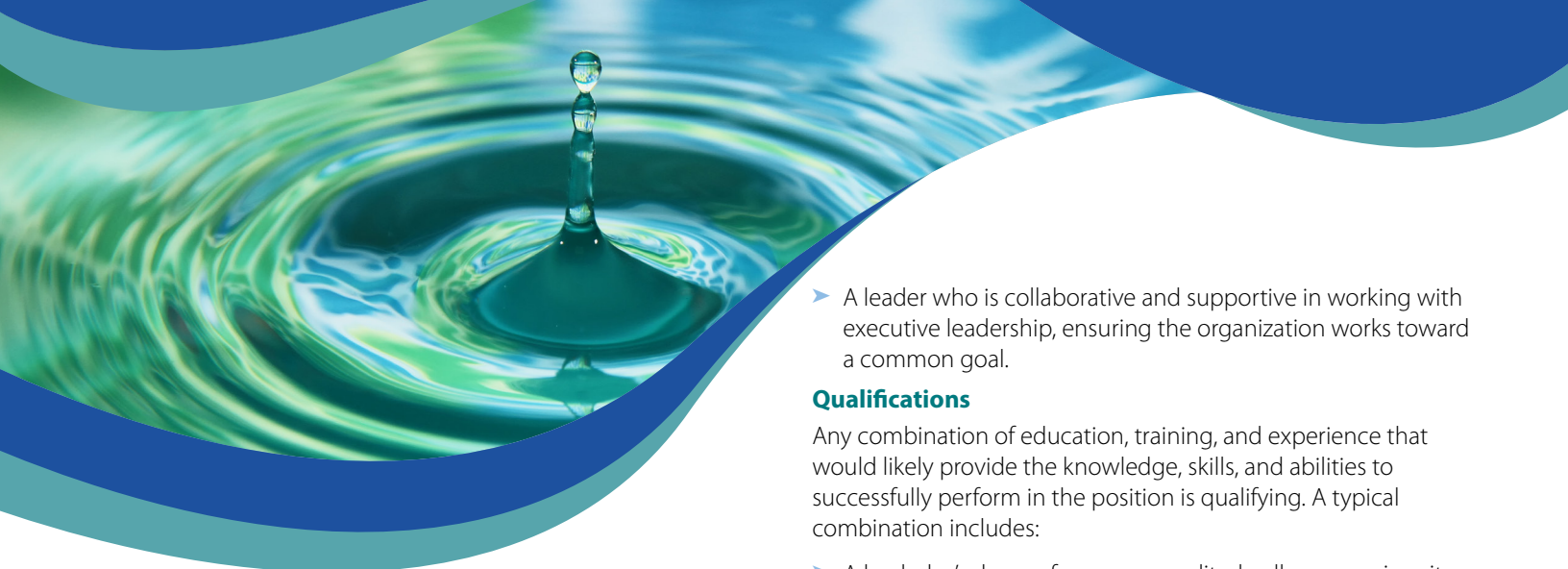
To learn more about the Rincon del Diablo Municipal Water District, go to: <https://rinconwater.org/>

THE POSITION

The General Manager provides leadership, management, and planning for all aspects of the District's day-to-day business for water, wastewater, and fire operations. This includes the daily management and oversight of the District including working closely with the various department and program managers, as well as with other external agencies and stakeholders. Under general policy guidance from the Board of Directors, the General Manager oversees, reviews, and evaluates Administration, Engineering, Finance, Operations, Human Resources, Customer Service, and Community Relations; ensuring that services and operations are delivered in an efficient and effective manner, and also acts as principal advisor to the Board.

Essential Duties include but are not limited to the following:

- Provide leadership in the implementation of Board policies and the development of strategies, business plans, budgets, programs, procedures, long-range plans, and administrative and personnel management for the District.
- Plan and evaluate senior management staff performance.
- Provide leadership and work with staff to develop their skills to the highest potential.
- Hire and retain highly competent, customer-service oriented staff.
- Apply day-to-day management practices which support the District's mission, objectives, and values.
- Direct the development of operating and capital budgets for consideration and eventual adoption by the Board.
- Represent the District before external organizations, including other water districts/agencies, governmental and regulatory agencies, private entities, professional and community organizations, citizen boards and commissions, the media, and the general public.



THE IDEAL CANDIDATE

The ideal candidate will be a strategic, innovative, and proactive leader with extensive management and administrative abilities. The successful candidate will have excellent communication and interpersonal skills necessary to build and maintain effective relationships with internal staff, partnering agencies, and the Board of Directors. This is an exciting opportunity for a politically astute manager with the ability to interact with the legislature and other elected officials on matters that affect the District and community to make a difference in the future issues and organizational structure, regulatory compliance, business practices and principles, the budget process, and administration. The ideal candidate is a strategic thinker who appreciates the need for teamwork and collaboration. The next General Manager must be willing and able to manage people and motivate the creative process with inspiration, show capacity to multi-task and manage diversity of activity, programs, and staff, while leading with diplomacy, inclusive communication, and positive motivational leadership. The position requires a motivated leader, who is positive, approachable, and committed to excellence. The ideal candidate will understand County, regional, and State water issues and trends.

Key Competencies and Characteristics

- A solid leader and role model with a positive presence who demonstrates initiative, is action-oriented, exercises good judgment, treats others with respect, and is open and approachable.
- An active problem solver who anticipates and responds to problems in a timely manner, develops alternative solutions, and is able to bring resolution to issues quickly, involving others as needed.
- A relationship builder committed to excellence with a strong customer service ethic and the ability to empower employees while also holding them accountable.
- An outstanding manager of people who provides guidance and professional support to staff, offers regular feedback to employees, and serves as a mentor in providing training and growth opportunities.
- Excellent at writing clear, concise staff and other reports for presentation in oral or written format to the Board or other elected bodies.

- A leader who is collaborative and supportive in working with executive leadership, ensuring the organization works toward a common goal.

Qualifications

Any combination of education, training, and experience that would likely provide the knowledge, skills, and abilities to successfully perform in the position is qualifying. A typical combination includes:

- A bachelor's degree from an accredited college or university in business administration, public administration, civil engineering, or a closely related field.
- A master's degree or other advanced degree in fields such as public/business administration, legal or engineering is desirable.
- Ten (10) years of progressively responsible executive or management experience in the operation and maintenance of a large, complex public utility; or equivalent combination of training and experience.

SALARY AND BENEFITS

The salary range is \$250,000 - \$300,000 DOE.

Rincon del Diablo Municipal Water District provides an excellent benefits package that includes:

- Medical coverage paid by the District for active employees
 - » Health Insurance for employee and dependents
 - HMO and PPO options
 - » Fully covered vision and dental care for employee and dependents
- Retiree healthcare available up to the PEHMCA 100/90 rates cap
 - » 50% paid retiree healthcare with 10 years of service and retirement from the District
 - » 100% paid retiree healthcare with 20 years of service and retirement from the District
- CalPERS retirement (Pension)
 - » Classic employee formula of 2% @ 55
 - » District pays employee share for Classic employees
- PEPPRA employee formula of 2% @ 62
- 12 paid holidays per year
- GM accrues 10 hours of vacation a pay period
- 95 sick hours
- Deferred compensation (457 plans)
 - » Pre and Post tax options available
- 210k Employee Life Insurance Coverage
- Accidental death and dismemberment coverage
- Short- and long-term disability coverage
- The GM currently gets a District vehicle. However, an auto allowance may be negotiated in lieu of a vehicle.

APPLICATION AND RECRUITMENT PROCESS

The final filing date is Friday, January 2, 2026.

To be considered, please electronically submit your resume, cover letter and a list of five professional references (references will not be contacted in the early stages of the recruitment) to:

<https://koffassociates.com/rincon-water-general-manager/>

Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed.

For additional information, please contact:



Koff & Associates
A Gallagher Company

Frank Rojas
(510) 495-0448

frank_rojas@ajg.com

Website: <https://koffassociates.com/>

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the executive recruiter. Koff & Associates will report the results to the District. The District will then select candidates who will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.

