

# City of Santa Monica

## Water Resources Manager



**World Class Destination, Vibrant Beach Town, Big City Opportunities**





The City of Santa Monica  
is actively seeking candidates for

# Water Resources Manager

## The Position

Home to sweeping views of the Pacific Ocean and Santa Monica Mountains and to the iconic Third Street Promenade and Pier, the City of Santa Monica has been a nationally recognized municipal leader in urban sustainability for decades. In the area of sustainable water resources, Santa Monica was on the cutting edge when it opened the first urban runoff recycling facility in the United States in 1999 and continues to break new ground as it works to meet its goal to become 100% water self-sufficient by 2020.

The Water Resources Manager leads the City's Water Resources Division which is responsible for providing a safe, reliable and sustainable water supply for Santa Monica's 93,000 residents and a thriving business community. The Division operates the City's potable and recycled water production and treatment facilities and distribution systems, manages water pollution prevention programs, oversees groundwater basin clean-up operations, and maintains the wastewater collection and conveyance system. The Division is working to meet the City's 100% water self-sufficiency goal by upgrading water production and treatment facilities, constructing new wells, and spearheading alternative local water supply projects such as the Sustainable Water Infrastructure Project (SWIP), which will recover 1,680 acre-feet of water annually (approximately 15% of the City's usage) when completed in 2020 through construction of an advanced water treatment plant and several large stormwater cisterns.

The Division has a staff of 68 employees and an operating budget of \$37.6 million. Division staff operate and maintain the City's water, wastewater and stormwater infrastructure, including ten active groundwater production wells, three water treatment facilities, a wastewater pumping facility, four water reservoirs and over 250 miles of water distribution lines. The Water Resources Manager reports to the Director of Public Works and is a key collaborator who works with the City Manager, City Attorney, City Department Directors and Division Managers to ensure the City's water and wastewater systems are safe, reliable and sustainable. The Manager will frequently present to City Council, the City's Task Force on the Environment and Water Advisory Committee, Neighborhood Associations and other stakeholder groups within the community.

## The Candidate

The ideal candidate is an innovative leader with superb interpersonal skills and judgement with demonstrated understanding of water and wastewater operations, water production, treatment and delivery, groundwater basin management, retail water and wastewater rate setting, management of large capital improvement projects, and demonstrated leadership in alternative water supply permitting and operation and water conservation policies and programs. Competitive candidates will possess deep knowledge and experience in water and wastewater processes and operations as well as a visionary approach to alternative water supplies and sustainable water management. The successful candidate will be a self-starter and motivator who will thoughtfully manage the city's water infrastructure and operations, business systems, capital improvement projects and policy efforts. The Water Resources Manager will provide leadership, effectively communicate to all stakeholders, collaborate with department partners and manage community expectations.

The City invites individuals to apply who have a passion for all aspects of water operations and policy and a vision for water resources in the 21st century. The successful candidate will possess outstanding leadership, management, delegation, oversight, communication and coaching skills. The ability to communicate effectively and respectfully to various stakeholders and represent the City at public meetings is essential.



## Qualifications

Graduation from an accredited college with a bachelor's degree in water resource management, natural or environmental science, business or public administration, civil or mechanical engineering, or a related field. Six years of recent, paid progressively responsible operational and administrative experience working in or for a Water and/or Wastewater Utility, which includes water conservation and alternative water source program development with at least three years of recent, paid work experience must have included supervisory and/or management responsibilities.

## Application & Selection Process

The Water Resources Manager recruitment is being conducted by The Hawkins Company (search consultants). They will review all written materials submitted, and will screen and evaluate candidates. Only the most highly qualified candidates will be invited to participate in an on-site interview. Interested and qualified individuals are invited to submit a resume and cover letter electronically to [smcity.water.resources@thehawkinscompany.com](mailto:smcity.water.resources@thehawkinscompany.com). Resumes received by Friday, May 18, 2018 will receive first consideration.

The Hawkins Company  
8939 S. Sepulveda Blvd., #110-216  
Los Angeles, CA 90045  
[www.thehawkinscompany.com](http://www.thehawkinscompany.com)

Confidential inquiries are encouraged and should be directed to Mr. Bill Hawkins at 310-348-8800, [bill@thehawkinscompany.com](mailto:bill@thehawkinscompany.com) or Ms. Yonnine Hawkins at 323-252-1655, [yonnine@thehawkinscompany.com](mailto:yonnine@thehawkinscompany.com)





## About the City

Within just 8.3 square miles bordered by the Pacific Ocean and the west side of Los Angeles, Santa Monica is home to 90,000 residents who enjoy beautiful neighborhoods, a world renowned beach, fabulous restaurants, a thriving art community, vibrant shopping districts, excellent schools, award winning community facilities and parks, and plenty of sunshine.

Santa Monica's approximately 16,000 businesses include everything from high profile entertainment companies and world class retail to small entrepreneurial start-ups. Santa Monica has earned the moniker "Silicon Beach" with Snapchat, Hulu and Activision as a few of the high-tech companies that make Santa Monica their home.

The Santa Monica community is known for its high level of engagement in civic affairs. Community priorities emphasize active and healthy lifestyles, culture, sustainability, social services, youth services and balanced land use. The City received a Bloomberg Philanthropies Mayor's Challenge prize to help fund The Wellbeing Project to address wellbeing across all segments of the community through a combination of measurement and action. In short, Santa Monica is a vibrant beach town with the resources of a big city.

## Fast Facts

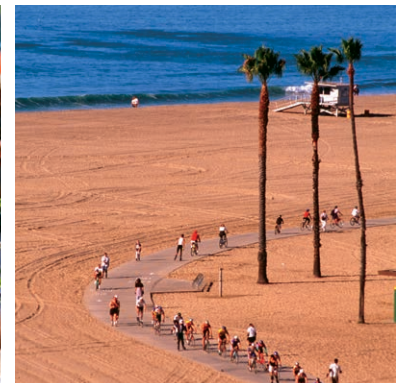
*Santa Monica residents enjoy annual average temperature of 61.7°, smog free weather and miles of excellent beach, surf and deep sea fishing.*



## Compensation and Benefits

The annual salary range for this position \$154,008 - \$190,140. Santa Monica offers a competitive benefits package, which includes, but is not limited to:

- **CalPERS Retirement:** Retirement formula and employee contributions are based on appointment date and membership status with CalPERS. Classic CalPERS members: 2% @ 55, member contribution of 7%. Effective January 1, 2013, the Public Employees' Pension Reform Act (PEPRA) will apply to new members of CalPERS: 2% at age 62, member contribution of 6.25%.
- **City Paid Health Insurance:** Effective January 2018, the City pays 93% of the medical insurance premium for employees and eligible dependents with the employee contributing 7%. The City pays 100% of dental and vision premiums and the Employee Assistance Program for employee and eligible dependents.
- **Vacation:** Minimum of 12 days per year; maximum of 21 days per year. Option to cash out specified amounts of vacation leave.
- **Management Leave:** 7 days per year, option to cash out one of those days.
- **Sick Leave:** 12 days per year; sick leave buyout program may be used to cash out leave at the end of each fiscal year.
- **Holidays:** 12 days per year including two floating holidays.
- **Supplemental Retirement Plans:** 457 and 401(a) deferred compensation plans available; no City contribution. The 401(a) plan is funded through a mandatory employee contribution of 3.8% of salary per month. New hires have a one-time option to opt out of the plan for the lifetime of the plan.
- **Term Life Insurance:** Twice annual base salary rounded to the nearest \$1,000, up to a maximum benefit of \$500,000 and LTD.
- **9/80 Work Schedule:** Every other Friday off.



## Employment Opportunities

Visit us on the web at  
[www.smgov.net/hr](http://www.smgov.net/hr)  
Or call 310-458-8246

City of Santa Monica  
Human Resources  
1685 Main Street  
Santa Monica, CA 90401

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