



# METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

GENERAL MANAGER







## HISTORY

The Metropolitan Water District (MWD) was established by the California Legislature in 1928 through the Metropolitan Water District Act. The primary purpose of the Act was to construct and operate the 242-mile Colorado River Aqueduct. Metropolitan was one of the first wholesale water agencies in the United States and remains the largest.

The district imports water from the Colorado River and the Feather River in Northern California to supplement local supplies, and helps its members develop increased water conservation, recycling, storage and other resource-management programs. Supported by an annual budget of \$1.8 billion dollars and 1800 + employees, the District assets include the following: the Colorado River Aqueduct, 16 hydroelectric facilities, nine reservoirs, 819 miles of large-scale pipes and five water treatment plants. Four of these water treatment plants are among the 10 largest plants in the world.

Metropolitan is governed by a 38-member Board of Directors, representing each of the district's 26 member agencies. Each member agency is represented by one or more directors based on the assessed property valuation of its jurisdiction. The board is responsible for establishing and administering metropolitan's policies and upholding the articles in the MWD Act.

Today, the Metropolitan Water District of Southern California is a regional wholesaler that continues to provide water for its 26-member public retail agencies to deliver – either directly or through their sub-agencies – to nearly 19 million people living in Los Angeles, Orange, Riverside, San Bernardino, San Diego and Ventura counties. Metropolitan is the largest distributor of treated drinking water in the United States.

## THE MISSION

*The mission of the Metropolitan Water District of Southern California is to provide its service area with adequate and reliable supplies of high-quality water to meet present and future needs in an environmentally and economically responsible way.*

## THE ROLE OF GENERAL MANAGER

The Metropolitan Water District is led by the General Manager who reports to the 38-member Board. For an extensive list of specific duties, [click here](#). Today, MWD is positioned to continue its mission as the largest wholesaler and challenged to meet the current and future needs of the changing population and customer base. Having led one of the most extensive water conservation efforts in the US coupled with a leveling off of the population, the future demand for water has begun to level. The member agencies and their respective customers have adopted best practices for water use, supply and conservation which has resulted in manageable water usage. Historically, MWD has served as a leading advocate for this sector of the industry. Noted for their excellence in all areas technical, and a strong commitment to embracing water strategies that include supply and conservation, the organization has earned a reputation statewide and nationally for leadership in key areas of water and conservation.

The core responsibilities of the General manager are to ensure water resiliency, reliability, sustainability and innovation as defined below:

Water Reliability is the core mission of MWD to ensure that the water needs of the 19 million people living in the southern region of California always have access to potable water, without interruption. Further, the future water needs of the region must continue to be addressed through careful resource planning and capital investments.

Water Resiliency is about making sure the staff, systems and infrastructure are strong and can return to service quickly in a business interruption.

Water Sustainability is about charting a long-term course that addresses external challenges like climate change, aging infrastructure, contaminants of emerging concern, and affordability of water supplies.

Water Innovation is MWD's long tradition of creatively solving difficult challenges. MWD has been recognized as one of the most impactful water utilities in the nation. The commitment to innovation is best evidenced by MWD's continuous commitment to improve its operations and business processes.

Using these four key objectives as a framework, the General Manager's key priorities and new opportunities will be to maintain current operations without interruption and fully execute according to the vision outlined by the board. This is a moment of change and evolution for Metropolitan. The first priority will be to build very strong relationships with all key constituencies including key external stakeholders, governing and regulating bodies, continue to build strong relationships with its 26 member agencies and support the Board in its efforts to effectively govern. The second priority will be to shift and strengthen the culture of MWD to be inclusive, values centered and culturally sensitive to all who support this high performing organization. The third priority will be to review along with the Board the fiscal realities: rate structure, strengthening the capital program and financial/fiscal innovation.

## KEY OBJECTIVES

The new General manager will be expected to accomplish the following in the next 18-24 months:

- Shift the culture of the organization to ensure a high performing, inclusive and innovative organization noted for valuing diversity, workplace equity, shared vision and mission;
- Strengthen the operations of the organization through the continued adoption of best practices and a continued commitment to innovation;
- Enhance and support the shared vision of resiliency, reliability, sustainability and innovation, working closely with the Board;
- Strengthen relationships with the 26 member agencies to support their efforts to provide services to their customers that reflect quality and affordability;



## The Ideal Candidate will possess the following Personal and Professional Characteristics:

- Demonstrated leadership style that reflects the core values of MWD: high performance, inclusiveness and mission that manifests in the organizational culture leading to the organization being recognized as a 'great place to work';
- Demonstrated management skills and experiences based on performance that have resulted in growth and development of an organization;
- Demonstrated experience leading an organization through change;
- Demonstrated fiscal and financial skills that would support the review of the fiscal realities that will confront MWD in the near and long term; experience working with 'rate' structured organizations;
- Expertise in 'water' or an adjacent industry gained through extensive work experience, solid knowledge of the industry and a keen understanding for the water needs of the region;
- Demonstrated communication skills noted for clarity, appropriate frequency and engagement. Experience working closely with a wide range of constituencies: member agencies, key stakeholders, the Board, will all be key partners in the growth and development of MWD.

## Personal characteristics:

The new General manager will be expected to have the following personal characteristics

- Trustworthiness, honesty, integrity;





- A professional style noted for transparency;
- Engaging and inspiring interpersonal skills;
- A demonstrated commitment to 'water;'
- Appreciation for the needs of key stakeholders.

#### Professional Requirements:

##### Education and Experience

- Bachelor's degree from an accredited college or university, majoring in public administration, business administration, economics, engineering, finance, natural resources or a related field and fourteen years of progressively responsible and directly related managerial experience;

OR

- Advanced degree from an accredited college or university, majoring in public administration, business administration, economics, engineering, law, finance, natural resources or a related field and twelve years of progressively responsible and directly related managerial experience;

AND

- Experience leading an organization with a significant workforce and complex governmental regulation; experience leading an organization with numerous organizational customers; experience with government relations at the state and federal levels; experience in negotiating issues or projects with significant and diverse political interests; or such experience as the Board of Directors deems appropriate.

**Required Knowledge of:** Federal, state, and local government legislative processes; political processes; administrative practices for a public agency organization with responsibilities for a variety of water issues relating to contract negotiations, water management programs, water resources, and regulatory requirements; regional water resilience and local water project development and implementation; energy and environmental impacts of water management and operations; climate science as it pertains to weather patterns and water availability; communications strategies and tools; Southern California water problems and issues; Urban, agricultural, and environmental water interests; State of California water infrastructure and issues including State Water Project and Delta; Colorado River regulation and rights, and parties who are entitled to Colorado River supplies; current business and organizational management theories and practices; public sector personnel practices and regulations; budgeting practices and procedures; contracting practices and regulations; management and supervisory concepts and techniques; team building; consensus-building best practices; governmental and community relations; contract administration; and complex project management.

#### COMPENSATION

Compensation will be commensurate with the experiences of the selected candidate.

#### THE SELECTION PROCESS

This is a confidential process and will be handled accordingly throughout all phases of the recruitment and selection process.

Nominations and Submittals from interested candidates are desired immediately but should be submitted no later than **February 26, 2021**. The recruitment is open until the position is filled. Candidates are strongly urged to apply early; evaluations of all potential candidates will be done throughout the recruitment process. Only a select number of highly qualified candidates will be invited to participate in the interview process.

An electronic version of all submittals is required. Interested candidates should apply immediately by sending a comprehensive resume and compelling cover letter of interest to [MWD.GM@thehawkinscompany.com](mailto:MWD.GM@thehawkinscompany.com) by **February 26, 2021**. Resumes received before the deadline will get first consideration. Should anyone have questions regarding the role or this process, feel free to contact Ms. Christine Boulware, 312-391-6098 or [chris@thehawkinscompany.com](mailto:chris@thehawkinscompany.com); or Ms. Brett Byers, 323-403-8279 or [brett@thehawkinscompany.com](mailto:brett@thehawkinscompany.com)



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