

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA POSITION PROFILE

CHIEF SUSTAINABILITY, RESILIENCY,
AND INNOVATION OFFICER





HISTORY

The Metropolitan Water District of Southern California (Metropolitan) was established by the California Legislature in 1928 through the Metropolitan Water District (MWD) 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 in the nation.

Metropolitan imports water from the Colorado River through the Colorado River Aqueduct and from Northern California through the State Water Project 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 \$1.9 billion dollars and 1900+ budgeted employees, Metropolitan's 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 Metropolitan'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, Metropolitan is a regional wholesaler that continues to provide water for its member 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.

Metropolitan is committing to an aggressive agenda for sustainability, resiliency, and innovation with an objective of establishing carbon footprint goals, sustainability goals and resiliency goals. To accomplish these goals, the agency has created a Chief Sustainability, Resiliency and Innovation (SRI) Officer position to continue their commitment to a culture of innovation.

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 THE CHIEF SUSTAINABILITY, RESILIENCY, AND INNOVATION OFFICER

The Chief SRI Officer is a new executive leadership position that reports to the General Manager. The position leads the successful integration of sustainability, resiliency, and innovation initiatives into all District wide efforts across all departments and with external agencies. This position will lead

efforts to plan and prepare for the future through innovative and sustainable solutions in collaboration with key stakeholders to address environmental and infrastructure issues and address the District's approach to environmental responsibility and minimize environmental impact of its activities and operations.

The SRI Officer and staff will review MWD's planned activities, operational functions, and capital investments to make sure they work toward meeting the goals of reducing Metropolitan's carbon footprint and complies with the Board-adopted climate action plan. The SRI Officer will be expected to develop a comprehensive resiliency and sustainability plan and goals for MWD. These plans will define the baseline of current operations and include clear goals, deliverables and metrics that address reductions in greenhouse gas emissions. The SRI Officer will oversee SRI work across the region and work to build collaborative relationships within Metropolitan and with external environmental advocacy organizations.

JOB DUTIES

1. Directs all sustainability, resiliency, and innovation activities including management of staff and oversight of consultants to ensure that results are accomplished efficiently and in accordance with acceptable standards for quality and technical integrity, and in compliance with applicable laws, regulations, policies, and procedures.
2. Develops and implements strategies, programs, policies, and procedures to address environmental concerns including energy use, conservation, reduction of pollution, and general education on sustainability.
3. Oversees research to identify environmental and sustainability concerns, interests, and issues. Assesses and analyzes District policies and processes to identify areas in, and process to which improvements can be made in accordance with the District commitment to sustainability.
4. Oversees initiatives to identify, develop, create, and drive innovation to enhance District capabilities to meet its' mission.
5. Manages and supervises staff, including providing strategic and policy direction.
6. Directs the preparation of Board letters and makes presentations to the Board of Directors to keep them apprised of programs, projects, studies, and activities related to area of responsibility.
7. Plans, develops, and monitors the Group's

budget to ensure the most efficient use of resources, adherence to established guidelines, and accurate and timely reporting of budgetary information.

8. Represents Metropolitan before external organizations including member agencies, governmental and regulatory agencies, professional and community organizations, and the general public.
9. Directs the preparation of technical and administrative reports, documents, and other related correspondence to ensure that applicable laws, regulations, policies, and procedures are adhered to.
10. Directs complex studies and programs to ensure that Metropolitan's short and long-term interests and needs are met.
11. Performs other related job duties as required.



THE IDEAL CANDIDATE

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

- Demonstrated leadership style that reflects Metropolitan's core values: high performance, inclusiveness and a mission that supports a positive workforce culture;
- Expertise in working for or with public agencies to advance best practices of sustainability, resilience and innovation for water districts;
- Demonstrated management skills and experiences based on performance that have resulted in the growth and development of new initiative, program or operation;
- Demonstrated experience leading an organization through change;

- Expertise in ‘water’ or an adjacent industry gained through extensive work experience, solid knowledge of the industry and an understanding of the challenges associated with ensuring the delivery of safe, clean and reliable water supplies for 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, a Board of Directors or City Council, which will all be key partners in the growth and development of Metropolitan.

Personal Characteristics:

The new Sustainability, Resiliency, and Innovation Officer will be expected to have the following personal characteristics

- Trustworthiness, honesty, integrity;
- A professional style noted for transparency;
- Engaging and inspiring interpersonal skills;
- Appreciation for the needs of key stakeholders.



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 **January 7, 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.CSRIO@thehawkinscompany.com by **January 7, 2021**. Resumes received before the deadline will get first consideration. Should anyone have questions regarding the role or this process, feel free to contact Chris Boulware, 312-391-6098 or chris@thehawkinscompany.com; or Brett Byers, 323-403-8279 or brett@thehawkinscompany.com



MINIMUM QUALIFICATIONS

Education and Experience

Bachelor's degree from an accredited college or university in a related field and ten years of relevant experience, of which six years must have been in a management or supervisory position;

Required Knowledge of: Principles of sustainability, resiliency, and innovation initiatives; strategic planning; current business and organizational management theories and practices; public sector personnel practices and regulations; financial and budgeting practices and procedures; management and supervisory concepts and techniques; team building; budgetary concepts and procedures; relevant federal, state, and local laws; negotiation techniques; project management; contract administration; and trends and emerging technologies of water treatment processes.



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