career opportunity

ASSISTANT OFFICER OF WATERSHED STEWARDSHIP & PLANNING DIVISION

SANTA CLARA VALLEY WATER DISTRICT

Annual Salary:
$178,838–$228,841 DOE/DOQ

THE SANTA CLARA VALLEY WATER DISTRICT IS SEEKING AN ASSISTANT OFFICER (AO) OF, WATERSHEDS STEWARDSHIP AND PLANNING. We are looking for a dynamic leader who has a demonstrated history of working with watershed planning, flood protection, water policy and planning functions, and has knowledge of engineering principles, resource planning and state and federal regulations related to water. We are looking for a candidate who can work well with internal and external stakeholders and has a background in engineering, science, and/or environmental planning. The ideal candidate will also be a collaborative, inclusive and transparent leader, who effectively mentors and leads staff, and is an excellent communicator, capable of translating highly technical information to nontechnical audiences.

Santa Clara Valley Water District

OUR MISSION: *Provide Silicon Valley safe, clean water for a healthy life, environment and economy.*

THE COMMUNITY

HOME TO TECHNOLOGY GIANTS such as Google, Apple, Microsoft, Facebook, eBay, and more, Santa Clara Valley has earned the reputation around the world as the center of technology and innovation, as well as an ideal location to work, live and raise a family. Santa Clara County is roughly 50 miles south of San Francisco, 200 miles from Lake Tahoe, and 35 miles from Santa Cruz; the close proximity to beaches, mountains and city life provides a year-round calendar of great things to do including: surfing, festivals, concerts, theatre, snow and waterskiing, biking, hiking, fishing, and much more.

THE ORGANIZATION: Santa Clara Valley Water District

WITH HEADQUARTERS IN SAN JOSE, the District provides water, enhances streams and watersheds through creek restoration and habitat protection, and provides flood protection for the community. In addition, the District partners with other agencies to provide trails and open space for the community.

The District serves nearly two million people in Santa Clara County, which stretches 1,300 square miles and encompasses 15 cities and unincorporated areas. The District manages 10 dams and surface water reservoirs, three water treatment plants, an advanced recycled water purification center, state-of-the-art water quality laboratory, nearly 400 acres of groundwater recharge ponds, and more than 275 miles of streams.

THE JOB

THE AO WILL plan, organize, and manage the Watershed Stewardship & Planning Division, overseeing the day-to-day execution of operations of four subdivisions which includes: Environmental Mitigation and Monitoring; Water Resources Planning & Policy; Environmental Planning; Hydrology, Hydraulics & Geomorphology with approximately 60 staff and a budget of $20.5 million. This is an at-will position that reports to the Deputy Operating Officer (DOO) of the Watershed Stewardship & Planning Division. Although not a newly created position, this position has been newly reinvented and will have an emphasis on stream stewardship and enhancement projects as well as natural flood protection projects. The exact oversight of staff and units may be designed to fit the incumbent's interests, and organizational and technical expertise.

CURRENT DIVISION EFFORTS

- Plan, permit and implement the initial repair projects that were identified in the long-term management plans for the Coyote Ridge Preserve, the Upper Penitencia Creek Property and the Rancho Canada de Pala Preserve.
- Continue to develop partnerships for invasive plant control, revegetation and wildlife corridor restoration.
- Complete the West Valley Watershed ecological assessment.
- Develop education and outreach materials for staff and regional partners regarding plant pathogens.
- Expand water quality and wildlife modules, and build the fisheries database.
- Develop One Water plan for Coyote Watershed and begin draft plans for remaining four watersheds.
- And more!

FUTURE CHALLENGES/OPPORTUNITIES

- Oversight of District enhancement projects
- Implementation of the One Water Plan
- Planning for South Bay Shoreline EIA (economic impact area) 1–10
- Coordinate the District partnership on the Salt Pond Restoration Project.

EMPLOYMENT STANDARDS

- Have a Bachelor's degree from an accredited college or university with major coursework in business administration, public administration, civil engineering, science, biology, geology, planning, or a field specifically related to the position.
- Have considerable experience in leadership and management in a field related to the assignment and have key competencies to ensure successful performance.

THE ASSISTANT OFFICER *will...*

TECHNICAL

- Oversee natural flood protection, stream stewardship, and water resources planning and development.
- Oversee the Hydrology, Hydraulics and Geomorphology Unit which builds the foundation of our flood protection work, and also provides the essential data for groundwater recharge and reservoir release analysis for environmental purposes.
- Effectively execute the division's work plan and analyze and develop recommendations for Division/ District policies.
- Develop strategies to support the District's mission, working well within the regulatory climate.
- Manage all of the mitigation monitoring programs for the District; two ecology oriented Safe Clean Water Programs; land management and easement monitoring for mitigation lands; oversight of the plant pathogen program; and provide ecological subject matter expertise and support to over 40 capital and long range planning programs.
- Conduct long-range planning for watersheds via the integrated water resources master plan (One Water plan).
- Conduct detailed watersheds planning studies, and report on policy developments related to watersheds.
- Develop stream enhancement studies such as gravel augmentation and large woody debris.
- Coordinate the District's role in the Santa Clara County Urban Runoff Pollution Prevention Program (SCVURPPP).
- Provide overall project planning, environmental document preparation, CEQA compliance and permitting services to Watershed Capital Division.

VISION / LEADERSHIP / ADMINISTRATION / COMMUNICATION

- Value the importance of connecting with other community organizations, listen to their needs, build trust, and leverage their ideas and partnerships to effectively address issues.
- Collaborate with other jurisdictions, agencies, businesses and institutions to produce partnered solutions.
- Be a strategic thinker, creative problem solver, trust builder and accountable decision maker.
- Set and communicate a clear vision and organizational objectives, acknowledge excellence, and hold staff accountable via regular performance evaluations.
- Empower others and promote interdepartmental teamwork and collaboration.
- Be politically savvy and able to address complex issues in public settings.
- Have a familiarity with contract negotiations and solutions on a variety of administrative, fiscal, and special projects.

SALARY & BENEFITS

ANNUAL SALARY: **$178,838 – $228,841 DOE/DOQ,** and an attractive benefits package that includes:

RETIREMENT/PENSION: 2% at age 60 or 2% at age 62 based on provisions of the California Public Employees' Pension Reform Act of 2013 (PEPRA).

HEALTH INSURANCE: Medical, Dental, Vision Care and EAP benefits are provided by the District. Employees pay 15% towards the District' s monthly premium cost for medical coverage. Dental, Vision Care and EAP coverage is provided by the District with no monthly premium cost to the employee; Medical, Dental, Vision Care and EAP benefits are provided to all regular employees and their eligible dependents.

OTHER INSURANCE: Group Life and Disability Insurance.

DEFERRED COMP: Available to employees as an option with up to $8,000 in annual District matching contributions.

FLEXIBLE SPENDING ACCOUNT: Health Care and Dependent Care Spending.

VACATION: Newly hired employees receive 224 hours (28 days/year) of prorated vacation.

LEAVES: 3 days of bereavement leave; 24 hours of executive leave and 32 hours of prorated personal leave; up to 96 hours per year sick leave.

HOLIDAYS: 12 designated days per calendar year.

HOW *to* APPLY

This position is open until filled, however ***FOR FIRST CONSIDERATION APPLY BY SEPTEMBER 9****; candidates are encouraged to submit as soon as possible.*

Apply At: **wbrowncreative.com/job-board/**

SAVE THE DATES

Interviews will take place on ***SEPTEMBER 27 & 28;*** *candidates will need to be available for both days.*

Please contact your recruiter, Wendi Brown, with any questions: **wendi@wbrowncreative.com**
866.929.WBCP (9227) toll free or **541.664.0376** direct