

# CHIEF OPERATING OFFICER

WATER UTILITY ENTERPRISE

Valley Water

Annual Salary: **\$253,593 – \$313,123**

**V**ALLEY WATER, ONE OF THE LARGEST WATER DISTRICTS in the State of California, is looking for a Chief Operating Officer (COO) of the Water Utility Enterprise (WUE). This position is one of the top executive team members reporting directly to the Assistant CEO. The COO WUE has oversight of the District's largest department, which includes the divisions of: Water Utility Capital, Raw Water, Water Supply, and Treated Water and encompasses the entirety of the water utility infrastructure for the organization from surface water reservoirs to pipeline delivery systems. We are looking for an exceptional leader with excellent interpersonal skills who has experience working across a large water utility, addressing statewide water policy, imported water challenges, and interfacing with other state and federal agencies such as: Department of Water Resources, US Bureau of Reclamation, water retailers, and water customers. This leader will have exceptional ability to communicate with elected officials, be a strategic thinker and planner, and ideally have familiarity and demonstrated ability to effectively work with water wholesalers, and retail customers. *Come join an amazing organization and be a part of our leadership team where you can make a difference in the lives of millions.*





## the COMMUNITY

**H**OME TO TECHNOLOGY GIANTS in Silicon Valley 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 skiing, waterskiing, biking, hiking, fishing, and much more.



# the ORGANIZATION

**V**ALLEY WATER HAS AN OPERATING AND CAPITAL BUDGET of \$610 million, over 850 employees and is governed by a seven-member Board of Directors, each elected by their district. Valley Water serves nearly two million people in Santa Clara County, which stretches 1,300 square miles and encompasses 15 cities and unincorporated areas. With headquarters in San Jose, Valley Water provides water supply, enhances streams and watersheds through creek restoration and habitat protection, and provides flood protection for homes, schools, businesses and roadways. In addition, Valley Water partners with other agencies to provide trails and open space for the community. The District manages ten 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.



## CURRENT and FUTURE DISTRICT PROJECTS and OPPORTUNITIES

- ▶ **Anderson Dam Seismic Retrofit**
- ▶ **Rinconada Water Treatment Plant Reliability Improvement**
- ▶ **Bay-Delta Conveyance**
- ▶ **San Francisco Bay Shoreline Protection**
- ▶ **Pacheco Reservoir Expansion Project**

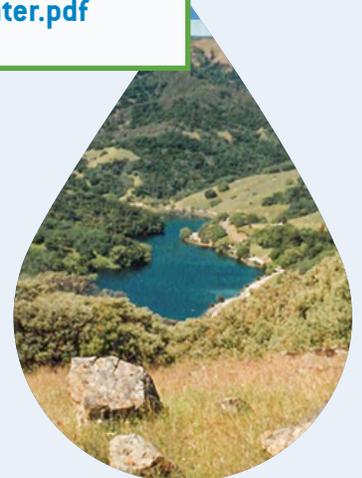
FOR MORE DETAILS GO TO:

[wbcpsc.com/wp-content/uploads/2020/07/Projects-C00-Santa-Clara-Water.pdf](http://wbcpsc.com/wp-content/uploads/2020/07/Projects-C00-Santa-Clara-Water.pdf)

# the DEPARTMENT

**W**ATER UTILITY ENTERPRISE (WUE) is the largest Department in the District and encompasses the crux of Valley Water's Mission— to provide Silicon Valley safe, clean water for healthy life, environment and economy. With an operating budget of approximately \$182 million, a capital budget of \$203 million and a staff of 294, the COO for WUE is responsible for 10 dams and surface water reservoirs, three water treatment plants, an advanced recycled water purification center, water quality laboratory, nearly 400 acres of groundwater recharge pond, and raw and treated water conveyance system; and operations and maintenance of the Central Valley Project (CVP) San Felipe Division and SFPUC-SCVWD intertie facilities.

Org Chart: [wbcpsc.com/wp-content/uploads/2020/07/WUE-org-chart\\_FY2021.pdf](http://wbcpsc.com/wp-content/uploads/2020/07/WUE-org-chart_FY2021.pdf)



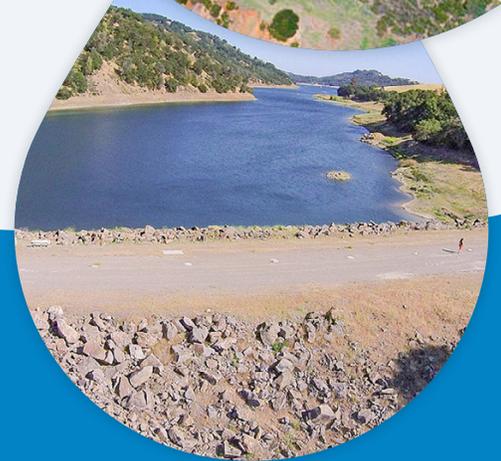
# the JOB

**T**HE CHIEF OPERATING OFFICER OF WATER UTILITY ENTERPRISE (COO WUE) is an at-will position that reports directly to the Assistant CEO and oversees a staff of 294 and an approximate annual operating and CIP budget of \$385 million. The COO WUE will guide and oversee the protection and augmentation of water supplies, provide treated water to the San Jose Valley, and ensure efficient and effective operations. In this effort, this position oversees the planning, management, performance, and improvement of the District's Water Utility Enterprise which includes four divisions: Water Utility Capital, Raw Water, Water Supply, and Treated Water, and over 20 units that report up through those Divisions.

The COO WUE also represents the District to the public and partner organizations, and serves as the key spokesperson for the Water Utility Enterprise, and will interface regularly with the Valley Water Board of Directors, and other local, state and federal elected officials, and a number of regulatory agencies, such as the: U.S. Bureau of Reclamation, Department of Water Resources, East Bay MUD, and more.

## This position will lead and direct:

- ▶ Water policy discussions and relationships with our water wholesalers and 13 water retailers.
  - ▶ Communications with Valley Water's executive leadership and Board, as well as multiple other local, state and federal agencies, stakeholders and elected officials.
  - ▶ The water utility infrastructure, including operations, maintenance, and capital improvements.
  - ▶ Local surface water supplies and water rights; groundwater sub-basins; groundwater recharge operations; imported water program, including supplies from the federal Central Valley Project and the State Water Project, Semi-tropic Groundwater Storage Bank and other water transfers and exchanges; recycled and purified water supplies; and water conservation programs.
  - ▶ The Annual Report on the Protection and Augmentation of Water Supplies including Groundwater and treated water rate setting process.
- ▶ Short- and long-term strategic planning processes including
    - ▷ 5 Year Operations Plan;
    - ▷ Groundwater Management Plan;
    - ▷ Urban Water Management Plan;
    - ▷ Water Supply Master Plan;
    - ▷ Recycled and Purified Water Master Plans;
    - ▷ Annual Water Operations Plan;
    - ▷ Water Shortage Contingency and Drought Management Plan;
    - ▷ Emergency Operations Plans; and
    - ▷ Support environmental initiatives within the entire water district.



# the IDEAL CANDIDATE

**THIS COO WUE MUST BE** an excellent relationship builder, who thinks well on their feet, facilitates consensus, and is decisive, transparent, and communicative. The ideal candidate will be a strategic leader with a solid understanding of large scale water utilities operations, an ability to lead statewide water policy discussions and address issues related to imported water and water supply. The incumbent will be solutions oriented, with an excellent understanding of the regulatory environment, and an action focused professional who operates at the big picture level but keeps an eye on getting things done.

## The next COO WUE will...

- ▶ Have current and ongoing knowledge of state-wide water issues including the California Water Action Plan, Bay-Delta Conveyance, and issues under consideration before the State Water Resources Control Board.
- ▶ Understand the complexity of the rate setting process on both the operations and finance sides.
- ▶ Represent the agency to other governmental entities, water agencies, water retailers, community groups, employee organizations, and the general public with a high level of political savvy and emotional intelligence; and develop and maintain public private partnerships to advance key projects.
- ▶ Oversee capital treated water, imported water, water supply, and related statewide policy work, including participation in the ongoing Bay Delta issues, Design Construction Authority, etc.
- ▶ Foster excellent working relationships with staff, fellow Chiefs, the Chief Executive Office, and the Board to be a strategic business partner for the organization.
- ▶ Focus on the whole picture of how water moves through the system while having the background and knowledge to understand the day to day operations and details of the process.
- ▶ Delegate effectively while keeping a handle on all of the moving pieces to address challenges as they arise and find the best way to keep projects moving forward.
- ▶ Understand the importance of fostering a culture that aligns with the Board's vision with an emphasis on inclusiveness, diversity, and cohesion throughout the entire District.
- ▶ Be an effective problem solver and decision-maker to isolate causes from symptoms, act decisively and show good judgement.
- ▶ Be highly productive, manage time wisely and prioritize multiple competing projects effectively.
- ▶ Demonstrate a high level of energy, motivation, passion, and ambition to move projects forward.
- ▶ Be an effective team manager and player, empower, coach and develop staff into future leaders.
- ▶ Be an effective communicator in writing, presentation, and informal communication skills to effectively inform or persuade an audience.



## MINIMUM QUALIFICATIONS

- ▶ Bachelor's degree from an accredited college or university preferably in civil engineering, business administration, environmental sciences, public administration, or a closely related field or a field specifically related to the assigned area.
- ▶ Eight years of recent and increasingly responsible administrative or managerial experience in the public sector, water, or related industry, ideally, with experience managing multiple water utility functions is highly desirable.
- ▶ Possession a valid California Driver's license and maintain a satisfactory driving record.

## HIGHLY DESIRED:

- ▶ Possess and maintain a valid license as a Professional Engineer issued by the California Board for Professional Engineers, Land Surveyors, and Geologists.
- ▶ Master's Degree in a related field such as in civil engineering, business administration, environmental sciences or public administration.

# SALARY+ BENEFITS

## ANNUAL SALARY:

**\$253,593–\$313,123 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

For first consideration apply by **AUGUST 14, 2020**  
at: [wbcpsc.com/job-board](http://wbcpsc.com/job-board)

## SECURE THE DATES

**INTERVIEWS WILL BE HELD ON SEPTEMBER 9 + 10, 2020** (candidates invited to interview will need to be available for both days)

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