



CAREER OPPORTUNITY

# EXECUTIVE DIRECTOR WATER FORUM



**SALARY: \$119,909–\$179,863\*** (*salary is currently under review*)

**THE CITY OF SACRAMENTO SEEKS AN EXECUTIVE DIRECTOR (ED)** for the Sacramento Water Forum (also known as the City-County Office of Metropolitan Water Planning), a plenary of 40 diverse groups, including business, agricultural, special interest or citizen groups, environmental NGOs, water suppliers, business interests, and local government agencies, all working together to balance two co-equal objectives:

- ▶ *PROVIDE A RELIABLE AND SAFE WATER SUPPLY FOR THE SACRAMENTO REGION'S LONG-TERM GROWTH AND ECONOMIC HEALTH; AND;*
- ▶ *PRESERVE THE FISHERY, WILDLIFE, RECREATIONAL, AND AESTHETIC VALUES OF THE LOWER AMERICAN RIVER.*

The Executive Director facilitates and implements the collective goals of the Water Forum Agreement, and manages these actions through the support and collaboration of its member agencies. The Executive Director should be informed regarding California water law, water management, and water supply, and preferably have knowledge or experience in ecosystem restoration, fisheries management, and/or water resources engineering. In addition to technical knowledge, the ideal candidate will be a consensus builder, strategic thinker, and demonstrate excellent leadership skills to work effectively with Water Forum membership, City of Sacramento, and constituents within the communities we serve. This candidate will also effectively communicate complex technical information to diverse audiences, genuinely listen, consider many voices and opinions, effectively manage conflict, and facilitate good-faith and interest-based negotiations. This is an exciting opportunity to champion a regional approach to water management and water-based ecosystem protection. If you love the challenge of bringing people together and making a larger impact in one of the most important resources that California has to offer its constituents—water—then this is the job for you.



City of  
SACRAMENTO



## THE COMMUNITY

**S**ACRAMENTO, CALIFORNIA IS A METROPOLITAN CITY where you will find cultural attractions to inspire you, cutting-edge cuisine to impress you, and history to enrich you. Located at the confluence of the Sacramento and American Rivers, Sacramento provides an abundance of rivers, trails, and parks for recreational activities such as hiking, biking, fishing, and much more. As the sixth-largest city in California and the state capital, it is a metropolitan hub known as the state's political center as well as an ideal location to work, live, and raise a family. Sacramento is centrally located lending itself to a diverse population and a wide array of year-round activities.



# THE WATER FORUM

**THE WATER FORUM IMPLEMENTS PROJECTS** aimed at protecting the lower American River and the region's water supply. The Sacramento Water Forum is a plenary of 40 diverse groups including, business, agricultural, special interest or citizen groups, environmental NGOs, water suppliers, business interests, and local government agencies, all working together to balance two co-equal objectives:

- ▶ *provide a reliable and safe water supply for the Sacramento region's long-term growth and economic health; and*
- ▶ *preserve the fishery, wildlife, recreational, and aesthetic values of the lower American River.*

Through the signing of the landmark Water Forum Agreement in 2000, the Water Forum represents diverse regional interests in Sacramento, El Dorado, and Placer Counties. Now, more than 20 years later, the Sacramento region and Water Forum members have an impressive record of implementing farsighted water management solutions that have served to protect the river and foster regional vitality.

For more information on the Water Forum please visit: [www.waterforum.org](http://www.waterforum.org)



## THE JOB

**THE WATER FORUM EXECUTIVE DIRECTOR** is an at-will executive management position responsible for implementing the Water Forum Agreement. This position manages an approximate annual operating budget of \$1.6M and oversees five exceptionally talented staff and multiple consultants to accomplish high-profile, complex, and politically challenging projects. This position requires exceptional project management skills and the ability to communicate complex technical issues to a wide variety of audiences and disciplines. Serving as the highest-level liaison between the City and the various stakeholders of the Water Agreement, Council Members, County Supervisors, and state and federal agencies, the Executive Director manages complex projects and effectively demonstrates tact, diplomacy, and collaboration. Additionally, the Executive Director will be a relationship builder and demonstrate effective negotiation skills to assist diverse groups who have a common vision and mission, but sometimes competing interests, reach consensus. While this position is employed through the City of Sacramento, the Executive Director represents and is responsive to signatories throughout the Sacramento Region and the American River Watershed. This broad and diverse geographic area represents multiple agencies, points of view, and water resource issues.

### CURRENT WATER FORUM KEY PROJECTS & INITIATIVES

Click the various links to further explore each of the projects and initiatives or visit: [www.waterforum.org](http://www.waterforum.org)

#### THE RIVER

[Habitat](#)

[Management](#)

[Modified Flow](#)

[Management](#)

[Standard](#)

[Fish Conditions](#)

[Lower American](#)

[River \(LAR\) Task](#)

[Force](#)

#### WATER SUPPLY

[Groundwater](#)

[Management](#)

[Folsom Reservoir](#)

[Storage Protection](#)

[Drought](#)

[Conference Process](#)

[Water](#)

[Conservation](#)

# THE IDEAL CANDIDATE

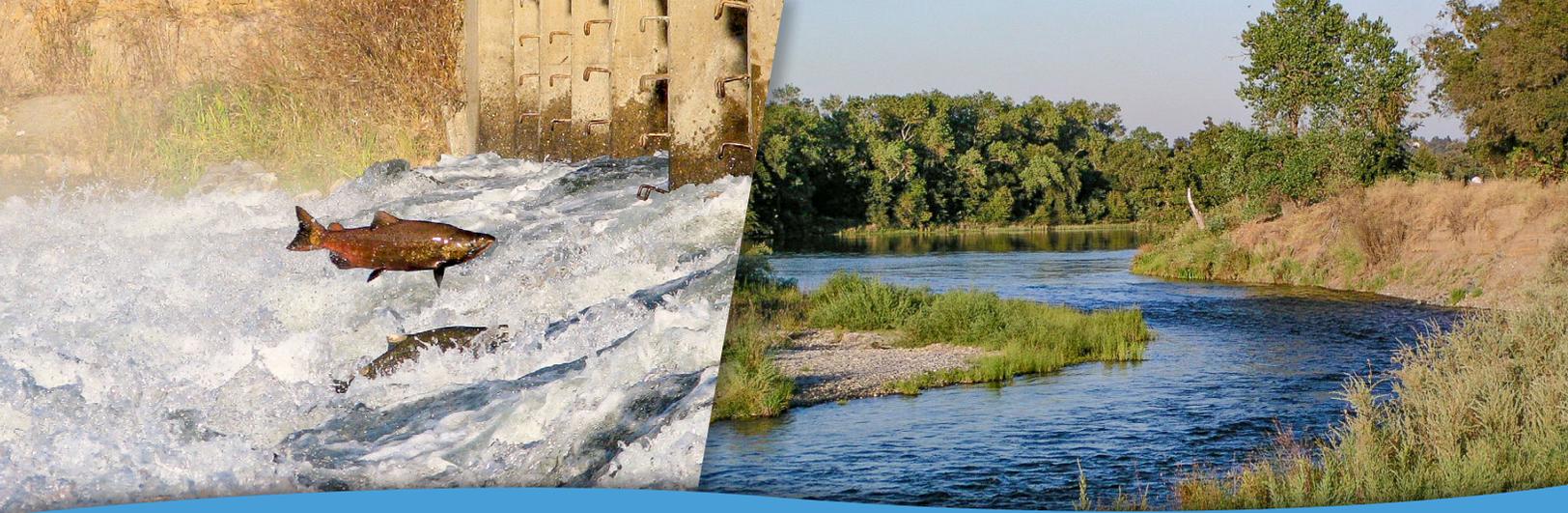
**T**HE IDEAL CANDIDATE WILL HAVE EXPERIENCE in and/or a deep understanding of water policies, environmental regulations, engineering, water supply management, ecosystem restoration, fish habitats, and the innerworkings of governmental policies and procedures. In addition to technical knowledge, the ideal candidate will be a consensus builder, strategic thinker, and demonstrate excellent leadership skills to work effectively with Water Forum membership, City of Sacramento, and constituents within the communities we serve.

The Executive Director must be an excellent collaborator, relationship builder, and demonstrate neutrality. The incumbent must address conflict between environmental, water, and business caucuses with poise, diplomacy, and transparency. This position requires the ability to remain unbiased and an understanding of the co-equal objectives of the Water Forum stakeholders. The ability to facilitate or be a liaison between stakeholders is an ideal skillset that will lead the incumbent to success in this role.

## The next Executive Director will also...

- ▶ Represent and serve as spokesperson for the Water Forum in various venues such as state and national conferences, workshops, hearings and with the media.
- ▶ Develop and implement a comprehensive communication strategy to continue public support for the Water Forum Agreement.
- ▶ Monitor legal developments including legislation, rules, regulations, and court decisions as well as other developments which may impact the implementation of the Water Forum Agreement.
- ▶ Implement the Water Forum's mission, mandate, projects, and initiatives.
- ▶ Budget development and oversight, including working with City/County and other stakeholders and funding partners.
- ▶ Oversee technical and facilitation support of local groundwater planning activities, reporting requirements for the Water Forum Agreement and its EIR.
- ▶ Be an action-focused professional who operates at the big picture level but keeps an eye on the details enough to facilitate getting things done.
- ▶ Demonstrate calm under pressure.
- ▶ Build a vision and continue the forward-thinking objectives of the Water Forum.
- ▶ Have a regional perspective of related water issues to guide and support the mission of the Water Forum.
- ▶ Demonstrate flexibility as projects change based on stakeholder input.
- ▶ Be open and honest.
- ▶ Be viewed as a neutral operator among the water management and environmental communities
- ▶ Be a leader that others want to work with and follow.
- ▶ For job specifications visit: [www.governmentjobs.com/careers/saccity/classspecs/47587](http://www.governmentjobs.com/careers/saccity/classspecs/47587)





## MINIMUM QUALIFICATIONS

- ▶ A bachelor's degree from an accredited college or university with major course work in public policy, water management, environmental science, or a related field, and
- ▶ Ten years of increasingly responsible professional and administrative experience in the management of complex water or environmental issues.
- ▶ Additional qualifying experience may be substituted for the required education on a year-for-year basis.

### **Desired:**

- ▶ A science background in hydrology or a basic understanding of how water systems work.
- ▶ Experience working with JPAs, Forums, or similar collaborative working agreements.



# SALARY+BENEFITS

Annual Salary: **\$119,909–\$179,863\*** (salary is currently under review), and an attractive benefits package that includes:

**RETIREMENT/PENSION** 2% at age 55 retirement formula for Classic PERS members; 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 through the City. The City offers three medical providers and provides a contribution towards medical, dental, and vision premiums. 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** City sponsored 457 Deferred Compensation Plan administered by Nationwide.

**FLEXIBLE SPENDING ACCOUNT** The City offers a Healthcare, Dependent Care and Transportation FSA.

**VACATION** 80–160 hours per year; accrual rate based on years of service

**LEAVES** 80 hours of management leave per year; 96 hours of sick leave per year. Leave hours are prorated for new hires.

**HOLIDAYS** 13 designated days and 2 floating holidays per year.

**TECHNOLOGY STIPEND** \$100 per month

**VEHICLE STIPEND** \$500 per month

Detailed benefits for Executive Management can be found [here](#).



## HOW TO APPLY

For first consideration apply by **NOVEMBER 6, 2020**  
at: **wbcpinc.com/job-board**

### SAVE THE DATES

Interviews will be held on  
**DECEMBER 3 & 4, 2020**  
(candidates invited to interview will  
need to be available for both days)

Please contact your recruiter,  
Sam Buglewicz, with any questions:

**[sam@wbcpinc.com](mailto:sam@wbcpinc.com)**  
**541.630.0657** direct