

CAREER OPPORTUNITY
OPERATIONS MANAGER



**OPERATIONS DEPARTMENT SACRAMENTO SUBURBAN WATER DISTRICT
SACRAMENTO, CALIFORNIA \$124,696–\$178,131 DOE/DOQ**

THE SACRAMENTO SUBURBAN WATER DISTRICT (DISTRICT) IS SEEKING AN OPERATIONS MANAGER to oversee the organization's proactive and exceptional Operations Department, with four direct reports, 36 total staff, and an approximate budget of \$27.9 million. This position will oversee the District's Corporation Yard and lead all functions of the Department, embodying the District's commitment to excellence and innovation. They will oversee the following divisions: production, distribution, field operations, fleet and facilities, and safety and risk. The Operations Manager will serve as a mentor for staff, growing individuals in their careers and prioritizing performance evaluation and succession planning. Beyond foundational knowledge of water distribution and treatment, the ideal Operations Manager will have extensive experience leading teams, administering budgets, and managing the administrative functions of a large department. The ideal candidate has strong interpersonal skills and will confidently represent the District when interfacing with the public, neighboring agencies, and the District's Board of Directors. Join a model public agency and ensure seamless operations at the Sacramento Suburban Water District—**apply today!**



THE COMMUNITY

SACRAMENTO, 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 outdoor venues for recreational activities such as hiking, biking, fishing, and much more. As the sixth-largest city in California and the state capital, Sacramento is the state's political center as well as an ideal location to work, live, and raise a family. Sacramento is centrally located and has a diverse population and a wide array of year-round activities. It is a short drive to Lake Tahoe, Napa's wine country, and San Francisco.



THE ORGANIZATION

THE SACRAMENTO SUBURBAN WATER DISTRICT is a publicly owned and operated water utility regulated by the State of California Division of Drinking Water and State Water Code laws and governed by a five-member Board of Directors. Its mission is to deliver a high quality, reliable supply of water and superior customer service at the lowest responsible water rate. The District provides water to its customers from 71 operational groundwater production wells. Additionally, the District has contractual rights to 26,064 acre-feet from the City of Sacramento water entitlement; and a contract to purchase up to 29,000 acre-feet of surface water per year from Placer County Water Agency. The District has 75 dedicated employees and operates on an annual budget of approximately \$55 million.

[LEARN MORE ABOUT THE DISTRICT](#)

[DISTRICT ORGANIZATION CHART](#)

THE DISTRICT'S CURRENT PRIORITIES INCLUDE

- Ensure clean, safe, and sustainable water supply
- Optimize operational and organizational efficiencies
- Maintain excellent customer service
- Retain and recruit a qualified and stable workforce
- Demonstrate fiscal responsibility and provide affordable rates

[VIEW THE DISTRICT'S STRATEGIC PLAN](#)

THE DEPARTMENT

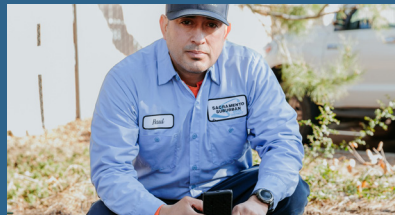
WITH 37 STAFF MEMBERS and an annual budget of \$27.9 million, the Operations Department is overseen by the Operations Manager and performs critical operational and maintenance functions for the District. The respective divisions of this Department include production, distribution, field operations, fleet and facilities, and safety and risk. The Operations Department is the heart of the organization, ensuring strong and resilient infrastructure through a proactive preventive maintenance program and dedication to the District's mission.



THE JOB / THE IDEAL CANDIDATE

THE OPERATIONS MANAGER WILL OVERSEE FOUR DIRECT REPORTS, in their management of the Operations Department's 37 total staff, as well as the approximately \$27.9 million departmental budget. This position will manage the administrative functions of the department, while remaining accessible for crews and staff and leading by example. A major focus of this role is the active development and empowerment of staff members, ensuring a healthy workplace culture at the District's Corporation Yard and providing succession planning for the Department. This Manager also works collaboratively as a member of the leadership team to plan and implement strategic goals for the District and will represent the Department in frequent in-person and written communication with the District's Board of Directors.

In this strategic role, the Operations Manager will work across every level of the organization. Prior experience in groundwater production is ideal, as is familiarity with safety and risk practices, water quality, and environmental compliance. The ideal Manager will possess exemplary skills in written communication, able to effectively explain complex technical concepts with ease. The District is seeking a polished and influential professional for this role, who will be comfortable engaging with a variety of personalities and perspectives. The ideal candidate will have a flexible and curious mindset, and demonstrate enthusiasm for mentoring, motivating, and inspiring others. The Operations Manager will strive to learn, improve, and grow in their role, seeking to develop their abilities as a visionary leader.



The ideal candidate will possess the following core competencies...

Strategic Thinking. Proactively seeks opportunities for improvement and growth; takes an active role in crafting and supporting the District's Strategic Plan.

Learning Agility. Demonstrates curiosity in their role, seeks new information, and encourages continuous learning when training and interacting with other District staff.

Collaboration. Communicates effectively up and down the organization; works cross-departmentally to accomplish District-wide goals.

Technological Acumen. Skillfully learns and implements new technologies and leverages them creatively to streamline processes and deliver exceptional services; prior experience working with a computerized maintenance management system is critical.



MINIMUM QUALIFICATIONS

Any combination of experience and education that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

EXPERIENCE: Eight (8) years of broad and extensive experience performing maintenance, construction, for a water district, wastewater treatment district, or other public agency, including five (5) years in a management or supervisory capacity.

EDUCATION: Equivalent to an associate degree in Construction Management, Engineering, Science, Environmental Studies, or closely related field from an accredited college or university. *An additional four (4) years of qualifying experience may be substituted for the associate degree with a high school diploma or equivalent.*

VALID CALIFORNIA DRIVER'S LICENSE: Issued by the California Department of Motor Vehicles and proof of good driving record as evidenced by freedom from multiple or serious traffic violations or accidents for at least two (2) years duration.

- The driving record will not contribute to an increase in the organization's automobile insurance rates.
- Individuals who do not meet this requirement due to a physical disability will be considered for accommodation on a case-by-case basis.

CERTIFICATIONS: Possession and maintenance of a State of California **Water Distribution Operator Certificate Grade D4 and Treatment Operator Certificate Grade T2.** Incumbent must complete the designated number of contact hours (i.e., continuing education/training requirements) to maintain the required certifications as a condition of employment.

SALARY & BENEFITS

Annual salary of **\$124,696–\$178,131 DOE/DOQ** and an attractive benefits package that includes:

RETIREMENT. Classic Members: 2% at 55 benefit formula. New Members: 2% at 62 benefit formula.

MEDICAL, DENTAL, AND VISION INSURANCE. Full coverage for up to Employee and Family, with post-retirement coverage available based on qualifying years of service.

LIFE, AD&D, SHORT-TERM/LONG-TERM DISABILITY INSURANCE. Full coverage.

ANNUAL SALARY INCREASES. Up to 5%, based on merit, and COLA as approved by the Board of Directors.

OPTIONAL/SUPPLEMENTAL BENEFITS. Voluntary participation through AFLAC.

DEFERRED COMPENSATION PLANS. Voluntary participation through CalPERS and VALIC/AIG.

EDUCATIONAL REIMBURSEMENT. Financial assistance to meet education goals; up to \$5,250 annually/\$20,000 total.

INCENTIVE PROGRAM. Financial assistance to meet education.

EMPLOYEE ASSISTANCE PROGRAM. Includes counseling, legal and financial consultations, substance abuse guidance, and physical and emotional wellness programs.

FLEXIBLE SCHEDULE. Alternate or Partial Remote Work may be available.



HOW TO APPLY

This position will remain open until filled. Qualified candidates will be interviewed as they are identified. For consideration, **APPLY ASAP** at:

W B C P J O B B O A R D

QUESTIONS? Please contact your recruiter, Lauren Gerson:

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541.664.0376