

C A R E E R O P P O R T U N I T Y



*Working Together to  
Provide Cooperative  
Water Solutions*

# DIRECTOR OF FINANCE

## MONTEREY ONE WATER MONTEREY, CALIFORNIA

**ANNUAL SALARY: \$220,000–\$260,000 DOE/DOQ**

*\*Salary range effective July 1, 2024 plus additional incentives (see benefits)*

### **M**ONTEREY ONE WATER IS SEEKING A STRATEGIC AND VISIONARY LEADER TO SERVE AS THEIR NEW DIRECTOR OF FINANCE!

As a key member of the Agency's executive team, the Director of Finance will provide big-picture financial oversight, with a focus on long-term planning and analysis, budget management, and investment strategy. They will also oversee 11 total staff and the Agency's annual budget of approximately \$93 million. This role is pivotal in overseeing multiple enterprise funds and ensuring the long-term financial health of M1W.

The ideal candidate for this position will be an experienced government finance administrator, with a history of exceptional board/council relations and transparent communication with all levels of staff. The Director will demonstrate an ability to drive change and play a critical role in modernizing financial processes and systems, including collaborating to implement a new enterprise resource planning (ERP) system. They will have prior expertise in managing enterprise funding, grants, and investments, and will be a confident public speaker, giving data-driven presentations to the Board of Directors regarding the Agency's finances. As a leader, they will foster an environment of collaboration and innovation, support staff, and drive the Agency toward greater efficiency *Step into a pivotal role in a dynamic and exciting water agency—apply today!*



## The Community

**MONTEREY COUNTY IS A PROGRESSIVE COMMUNITY** spanning 3,771 miles with a population of approximately 439,000. The region is considered one of the most desirable places to live in the United States due to its mild climate, gorgeous beaches, family-friendly activities, and lush landscape. Visitors flock to the famous Monterey Bay Aquarium to view over 200 exhibits with 80,000 beautiful plants and animals, inspiring essential ocean conservation. Golfers tee up on the area's 20+ golf courses, and cyclists enjoy scenic rides along the rocky coastline. Walking along Old Fisherman's Wharf, you'll be able to watch whales in their natural habitat while enjoying sustainable seafood. Walk or bike the nearby stone streets of Carmel-by-the-Sea and visit handcrafted candy shops, the Carmel Plaza Shopping Center, and the last bookstore in town, beloved by locals.

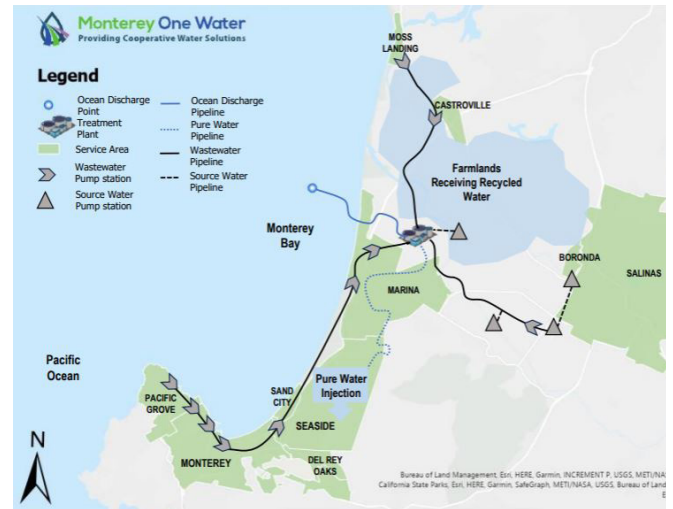
## The Organization

**MONTEREY ONE WATER IS THE INDUSTRY LEADER** in water recycling and the first in Northern California to turn wastewater into clean, safe drinking water. Before the establishment of Monterey One Water (M1W), every community in the Monterey Bay area owned and operated its own treatment plant. In 1972, the United States enacted the Federal Clean Water Act, which required communities to come together to increase treatment standards and bring regional efficiency to sewer system management. M1W was formed by Monterey, Pacific Grove, and Seaside Sanitation Districts. Over the years, additional entities in northern Monterey County joined the regional system and eventually the members formed a Joint Powers Authority (JPA).

# Monterey One Water's Service Areas

Now, M1W cleans wastewater for more than 285,000 residents and over 7,000 businesses residing in their service area. This equals approximately 17 million gallons of wastewater being pumped through facilities each day. The organization's processes have helped to preserve the integrity of the beautiful Monterey Bay, a National Marine Sanctuary, and the sustainability of the area's agricultural operations. M1W employs 102 full- and part-time staff members, with projected growth to 108 staff in the near future. They are governed by 10 dedicated Board Members.

Explore the benefits of working at M1W



## The Finance & Customer Service Departments

**T**HE FINANCE AND CUSTOMER SERVICE DEPARTMENTS are overseen by the Director of Finance, who reports directly to the General Manager. A Controller and Customer Service Supervisor report to the Finance Director and oversee staff in their work, which includes purchasing, accounts payable and receivable, payroll, financial audits, customer service, and utility billing.

# The Job & Ideal Candidate

**T**HE DIRECTOR OF FINANCE WILL BE A CAPABLE ADMINISTRATOR and confident leader, adept at communicating with staff, stakeholders, and the Board of Directors. As a key member of M1W's Executive Team, the Director of Finance will collaborate cross-departmentally to forward the Agency's strategic goals, and will advise both the General Manager and the Board on financial matters, providing detailed reporting, sound recommendations, and strong fiscal stewardship for M1W. Planning for the long-term financial health of the Agency is central to this role, including oversight of several enterprise funds and proactive management of Monterey One Water's significant financial reserves and investment portfolio. This Director will also guide and mentor the Finance and Customer Service teams, providing clear expectations, frequent growth opportunities, and goalsetting to motivate and engage this talented staff.

The ideal candidate for this position is not only a seasoned financial advisor and administrator, but an enthusiastic culture cultivator and visionary leader. The ideal Director of Finance will be comfortable communicating up and down the organization and experienced in working with appointed or elected bodies. Prior experience with a public agency is essential for success in this role, and experience with a water utility is preferred, as is prior experience with an ERP implementation. The ideal candidate will also be a capable change agent, with an innovative mindset and ability to inspire others and build consensus. The Director will embody a leadership style that encourages teamwork, supports staff, and drives the Agency toward greater efficiency.



## The ideal candidate will also have knowledge of...

- ▶ Compliance with the Governmental Accounting Standards Board (GASB).
- ▶ Generally Accepted Accounting Principles (GAAP).
- ▶ Best practices for financial record-keeping.
- ▶ Complex state and federal grant administration practices.
- ▶ ACFR auditing preparation guidelines.
- ▶ Enterprise resource planning.
- ▶ Utility finance; specifically including policies and procedures from the Clean Water Act and State Water Resources Control Board.

# MINIMUM QUALIFICATIONS

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

**Education:** Equivalent to a bachelor's degree from an accredited college or university with a major in accounting, finance, or a closely related field.

**Experience:** Ten (10) years of increasingly responsible work experience in accounting and finance administration, including five (5) years of progressive supervisory experience, preferably in the public sector or a government agency.

**Driver's License:** Possession of a valid driver's license, satisfactory driving record, and insurable by the Agency's insurance at the standard rate.

---

## DESIRED

**Certifications:**

Certified Public Accountant (CPA) or Certified Management Accountant (CMA) certificate.

**Experience:** Customer Service billing and Grant Administration



## UPCOMING PROJECTS, CHALLENGES & OPPORTUNITIES

**UPDATING PROCUREMENT POLICIES.** Overseeing planning and proper implementation of updated policies to ensure compliance with public procurement code.

**ERP IMPLEMENTATION.** Collaborating to select and implement a new ERP program, which will streamline financial processes and operations.

**TEAM BUILDING & CULTURE CREATION.** Developing staff, leading recognition efforts, setting expectations, and fostering open communication.



# SALARY & BENEFITS

[CLICK LINK](#)

An annual salary of **\$220,00–\$260,00 DOE/DOQ**, plus a **generous benefits package**:

**RETIREMENT.** California Public Employees' Retirement System (CalPERS) Tier 1: 3% at 60. Tier 2: 2% at 55. Tier 3: 2% at 62.

**HEALTH, DENTAL, AND VISION CARE COVERAGE.** Agency pays 100% for the employee and most dependent contributions.

**LIFE & ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE.** 1 times the employee's annual salary plus \$15,000, a maximum of \$265,000.

**SHORT-TERM AND LONG-TERM DISABILITY INSURANCE**

**HOLIDAYS.** 13 paid holidays per year plus 1 floating holiday per year.

**VACATION.** Negotiable upon hire.

**SICK LEAVE.** 96 hours per year.

**ADMINISTRATIVE LEAVE.** Five days per year; 120 hours max accrual.

**BEREAVEMENT LEAVE.** Up to five days per incident. Employees can use sick, vacation, or administrative leave.

**MILITARY LEAVE.** Temporary military leaves of absence will be granted to engage in ordered military duty.

**ADDITIONAL BENEFITS.** 3.5% education incentive for Master's degree in a related field, moving allowance (if moving from outside of Monterey County), Employee Assistance Program, AFLAC, Deferred Compensation Plan, and Flexible Spending Accounts.

# HOW TO APPLY

For first consideration, apply by **JULY 17** at:

[WBCP JOB BOARD](#)



**SAVE THE DATES.** Round one virtual interviews will take place on **JULY 31**. Finalists will move forward to round two in-person interviews on **AUGUST 16**.  
*Selected candidates must be available for both dates.*

**QUESTIONS?** Please contact your recruiter, Lauren Gerson:  
[lauren@wbcpinc.com](mailto:lauren@wbcpinc.com)  
**866.929.WBCP (9229)** toll free  
**541.664.0376** direct