

This recruitment is managed by



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

CONTROLLER

IRVINE RANCH WATER DISTRICT
IRVINE, CALIFORNIA

Annual Salary: \$162,156–\$221,916 DOE/DOQ

THE IRVINE RANCH WATER DISTRICT (IRWD) is seeking an experienced and collaborative Controller to lead the District's accounting division and ensure the integrity, transparency, and efficiency of its financial operations. Reporting to the Director of Accounting, the Controller oversees two Accounting Supervisors and provides leadership across core accounting functions including financial reporting, payroll, accounts payable and receivable, capital project / asset, water banking, 115 Trust funds, and grant accounting. This role plays a key part in preparing the District's Annual Comprehensive Financial Report (ACFR), coordinating external audits, and maintaining strong financial controls while supporting sound financial decision-making across the organization. The ideal candidate demonstrates strong governmental accounting expertise, a commitment to operational excellence, and the ability to work collaboratively with departments across the District to deliver high-quality financial services. *Strengthen the financial operations of Irvine Ranch Water District, while supporting the organization's continued success—apply today!*





THE COMMUNITY

IRVINE, CALIFORNIA, IS ONE OF THE NATION'S LARGEST MASTER-PLANNED CITIES, known for its clean neighborhoods, abundant green space, and thoughtful design that balances growth with livability. Home to about 318,000 residents across 66 square miles, Irvine offers a high quality of life with vibrant neighborhoods, extensive parks and trails, and major destinations like the Orange County Great Park and the Irvine Spectrum Center. The presence of the University of California, Irvine adds innovation, cultural programming, and a highly educated workforce to the city's strengths. Located just nine miles from the Pacific Ocean, 45 miles south of Los Angeles, and 85 miles north of San Diego, Irvine—along with the rest of Orange County—combines suburban comfort with easy access to major metropolitan areas. The local economy is driven by industries such as technology, life sciences, education, and professional services, making it a hub for both business and community life in Southern California.

THE DISTRICT

FOUNDED IN 1961, the Irvine Ranch Water District (IRWD) is an independent, not-for-profit public agency providing water, sewer, recycled water, and urban runoff treatment services across 181 square miles in central Orange County. Governed by a publicly elected five-member Board of Directors, the District serves residents and businesses in Irvine, Tustin, Costa Mesa, Lake Forest, parts of Newport Beach and Orange, and nearby unincorporated areas. IRWD is nationally recognized for its innovative budget-based rate structure, reliable service, and leadership in water efficiency and sustainability. With a diversified supply portfolio—including local groundwater, imported and surface water, and one of the nation’s most extensive recycled water systems—IRWD delivers reliable, high-quality service to nearly half a million people while promoting long-term resource stewardship and community trust. The District currently employs nearly 450 staff and has an annual Operating Budget of approximately \$250 million.

IRWD is proud to foster a values-based culture that prioritizes safety, education, and professional growth. The District supports employees at every stage of their careers, offering up to 75% tuition and certification reimbursement with no cap. Backed by a strong financial foundation and driven by a collaborative, “can-do” spirit, IRWD is known as one of the lowest-cost water providers in Southern California and an innovative organization that embraces new technology.

[LEARN MORE ABOUT THE DISTRICT](#)



CLICK
BUTTON



IRWD Values

IRVINE RANCH WATER DISTRICT believes that its values drive the character, culture, and capacity of our organization. IRWD was built on values, and we weave them into the fabric of everything we do. Values are the ingredients in our recipe for both institutional and individual success. They are a code of conduct to promote positive outcomes for others and ourselves. They are more than words on a wall or a website. We live by them every day. We pledge to keep them relevant in an ever-changing world. IRWD’s employees enjoy working in a safe, supportive, and nurturing environment where they form strong bonds with fellow employees. To ensure effective communication and promote a collaborative team environment, employees report to work each day in the office or in the field, depending on their positions.

[VIEW IRWD’S VALUES](#)



CLICK
BUTTON

THE DEPARTMENT

THE FINANCE DEPARTMENT IS RESPONSIBLE for maintaining the district's long-term financial stability and ensuring responsible stewardship of public funds. With 28 staff and an annual budget of approximately \$5.4 million, the Department supports the District through strategic long-range financial planning that prepares for future infrastructure needs and helps minimize sudden rate increases. The team manages cash and investments in accordance with state law and the District's adopted investment policy, develops and oversees the annual operating and capital budgets, and ensures transparency through comprehensive financial reporting, including the Annual Comprehensive Financial Report (ACFR). In addition, the Department oversees payroll, accounts payable and receivable, project accounting, and other core accounting functions, safeguarding District assets while providing accurate and timely financial information to leadership, the Board of Directors, and the community.

[LEARN MORE](#)

CLICK BUTTON



THE JOB

THE CONTROLLER PROVIDES LEADERSHIP within the Finance Department, and is responsible for ensuring the integrity, transparency, and efficiency of the District's financial operations. Reporting to the Director of Accounting & Treasury, the Controller oversees two Accounting Supervisors and provides direction across the District's core accounting functions. This role maintains accurate financial reporting, coordinates external audits, supports financial decision-making across the organization, and strengthens internal financial processes. The Controller works closely with departments throughout the District to ensure sound accounting practices, compliance with governmental standards, and a collaborative, service-oriented finance function.

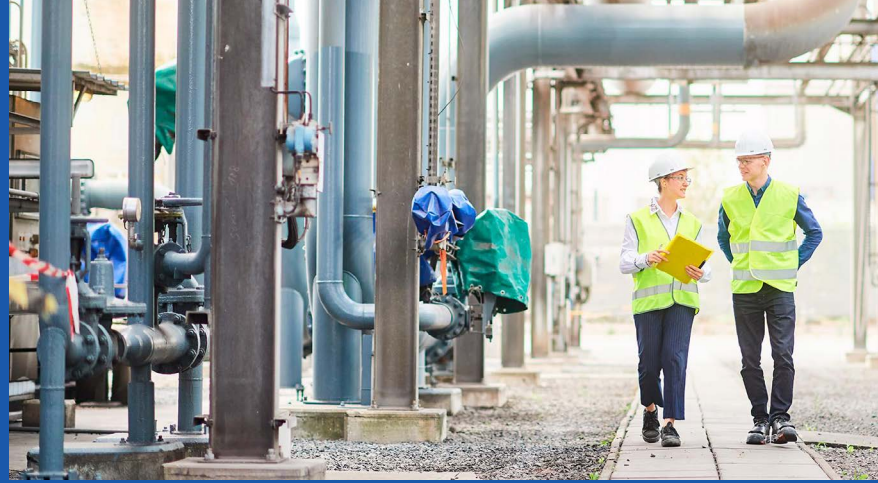
Key Responsibilities Include:

- Leading the District's accounting division, providing direction and mentorship to two Accounting Supervisors overseeing major accounting functions.
- Overseeing accounting operations including accounts payable, accounts receivable, payroll, capital asset accounting, and general ledger activities.
- Preparing and drafting the District's Annual Comprehensive Financial Report (ACFR) and supporting related financial reporting requirements.
- Ensuring compliance with governmental accounting standards including GAAP and GASB and maintaining strong financial controls and reporting practices.
- Developing and maintaining internal controls, financial policies, and accounting procedures to safeguard District assets and ensure financial accuracy.
- Serving as the primary liaison with external auditors, coordinating the District's annual financial audit process.
- Providing financial guidance and support to departments across the District to assist with reporting, policy interpretation, and financial decision-making.
- Supporting the District's budget development process through financial expertise and reporting, while not directly leading the budget process.
- Supporting rate modeling and financial analysis that informs financial planning and Board-level decision-making.
- Coaching, mentoring, and developing accounting staff to maintain a high-performing, collaborative team environment.
- Identifying and implementing process improvements and system enhancements that strengthen financial operations and reporting capabilities.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS AN EXPERIENCED AND COLLABORATIVE

accounting professional with a strong operational background and broad knowledge of governmental or enterprise accounting. They bring expertise across core accounting functions—including financial reporting, accounts payable and receivable, payroll, capital assets, and capital projects—and possess a solid understanding of governmental accounting standards, particularly GASB, with familiarity in GAAP or FASB also valued. Experience with enterprise accrual-based accounting, audits, and implementing ERP systems is beneficial, along with working knowledge of areas such as leases and CalPERS. The successful candidate is a thoughtful and supportive leader who mentors staff, works effectively across departments, steps confidently into their role, and is committed to providing high-quality customer service. They are analytical and solutions-oriented, with the ability to assess complex situations, think strategically, and implement improvements that strengthen financial operations. This individual manages a broad scope of responsibilities with strong organization and judgment, while maintaining accuracy and accountability across multiple priorities, and demonstrates a strong commitment to continuous improvement, collaboration, and the District's organizational values.



The ideal candidate will also demonstrate the following core competencies:

Financial Acumen: Demonstrates strong technical accounting knowledge and sound financial judgment, ensuring accurate financial reporting, compliance with governmental accounting standards, and effective oversight of complex accounting operations.

Change Management: Evaluates the impact of operational or system changes, collaborates with departments across the District, and helps guide teams through transitions while maintaining strong financial processes and accountability.

Customer Service: Provides responsive and solutions-oriented financial support to internal departments and external partners, fostering collaborative relationships and delivering high-quality service across the organization.

Results Orientation: Focuses on achieving accurate, timely, and effective financial outcomes while managing multiple priorities, improving processes, and ensuring accountability across the District's accounting functions.



EMPLOYMENT STANDARDS

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

Education: Bachelor's degree or equivalent in finance, accounting, economics, business, or public administration from an accredited institution.

Experience: Minimum of five (5) years of progressively responsible accounting experience, preferably within a governmental agency or utility, including three (3) years in a supervisory role.

Disaster Service Worker: In accordance with Government Code Section 3100, Irvine Ranch Water District employees, in the event of a disaster, are considered disaster service workers and may be asked to respond accordingly.

DESIRABLE

License/Certification: Certified Public Accountant (CPA) license

UPCOMING PROJECTS + OPPORTUNITIES

SYSTEMS IMPLEMENTATION

Slated for launch in March 2027, the Controller will support the implementation of a new enterprise resource planning (ERP) and customer service platform that will modernize financial systems, enhance reporting capabilities, and improve operational efficiency across the District.

CONTINUOUS PROCESS IMPROVEMENT

Identify and implement improvements to financial processes, internal controls, and reporting systems to enhance operational efficiency across the organization.



SALARY+BENEFITS

An annual salary of **\$162,156–\$221,916 DOE/DOQ**, **PLUS** an attractive benefits package that includes:

Retirement: The District participates in CalPERS. 2.0% @ 62 for new members; 2.0% @ 60 for classic members.

Deferred Compensation 457 Plan: The District matches employee contributions up to 3% of base pay after one year of employment.

Health Insurance: Medical, Dental, and Vision plans available.

Life Insurance: Eligible employees are provided with life insurance coverage equal to three or four times their annual salary, depending on their level of compensation.

Vacation: Accrual rate depends on years of service, starting at the rate of 80 hours per year for the first 5 years of employment.

Sick Leave: 96 hours annually.



Irvine Ranch
Water District

Holidays: 10 paid holidays plus two (2) personal holidays per year.

Additional Benefits: Flexible Spending Accounts and Education Assistance available.

Sign-On Bonus: Up to \$15,000 to be paid over three years, upon General Manager approval.



HOW TO APPLY

For first consideration, apply by **APRIL 27** at:

WBCP JOB BOARD



SAVE THE DATES

Round one virtual interviews will take place on **MAY 22**. Finalists will move forward to round two in-person interviews on **JUNE 1**. *Selected candidates must be available for both days.*

QUESTIONS? Please contact your recruiter, **Levi Kuhlman**, with any inquiries: **541.664.0376** (direct) or **866.929.9227** levi@wbcpsc.com