

This recruitment is managed by



*Working together for safe, resilient water solutions that benefit our community and environment.*



# GOVERNMENT AFFAIRS ADVOCATE

## MONTEREY ONE WATER — MONTEREY, CALIFORNIA

**ANNUAL SALARY: \$131,840–\$167,890 DOE/DOQ\***

\*This range includes a 3% COLA scheduled for July 2026.

**M**ONTEREY ONE WATER (M1W) IS SEEKING A GOVERNMENT AFFAIRS ADVOCATE to support and advance the Agency's legislative advocacy, strategic communications, and community relations efforts. This is a unique opportunity to shape policy, influence funding, and support critical water infrastructure and sustainability initiatives at the local, state, and federal levels. The Government Affairs Advocate will play a central role in planning and implementing an annual advocacy platform, including tracking and analyzing legislation, monitoring funding opportunities, and engaging with elected officials, partners, and stakeholders to advance M1W's priorities. The ideal candidate brings exceedingly strong communication and relationship-building skills, along with the ability to interpret legislative and technical information, translate complex concepts for diverse audiences, and contribute effectively in a fast-paced, policy-driven setting. ***Connect policy, communication, and partnerships through strategic advocacy and storytelling; apply today!***



## The Community

**M**ONTEREY 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. The region is home to some of California's best wineries and craft breweries, award-winning restaurants, and a thriving arts scene. 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 outdoor enthusiasts will find endless opportunities to hike, cycle, and surf along the scenic coastline. One of the most unique features in Monterey County is the Monterey Bay Coastal Recreation Trail—an 18-mile paved path connecting six coastal communities, including Seaside, home to professional soccer club, Monterey Bay FC.

## The Organization

**M**ONTEREY ONE WATER IS AN 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 its facilities each day. The organization's processes have helped to preserve the integrity of the beautiful Monterey Bay, a National Marine Sanctuary, and diversify the area's water supply. M1W employs 123 full-and part-time staff members, and is governed by 10 dedicated Board Members, one from each of its member jurisdictions.

EXPLORE THE BENEFITS OF WORKING AT M1W



## The Department

**T**HE COMMUNITY RELATIONS DEPARTMENT SERVES AS Monterey One Water's primary liaison to the public, partner agencies, and elected officials, supporting transparency, public engagement, and policy alignment. The Department is responsible for legislative affairs and strategic advocacy, along with community outreach programs, including facility tours, presentations, and community events. Working at the intersection of communications and public policy, the team helps translate complex water and wastewater issues into clear, accessible information for legislators, key stakeholders, and the public, while ensuring the agency remains responsive to regulatory changes and actively engaged in local, regional, and statewide policy efforts.



## The Job

### **T**HE GOVERNMENT AFFAIRS ADVOCATE

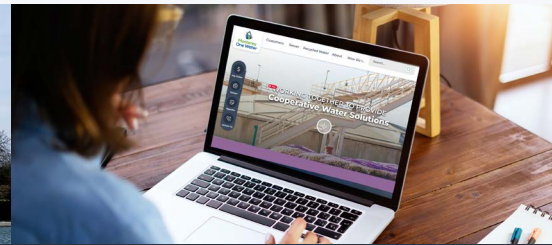
**SERVES** as a key member of the Community Relations team, leading Monterey One Water's legislative affairs and advocacy efforts. Reporting to the Community and Legislative Affairs Manager, this position plays a central role in shaping the Agency's policy strategy and advancing its priorities at the federal, state, and local levels. While legislative tracking and bill analysis is a critical component of this role, the Government Affairs Advocate is focused on proactive engagement and policy advocacy, including meeting with legislators and key stakeholders, crafting communications strategies and messaging, and positioning M1W for funding opportunities.

### Key Responsibilities Include:

- Building and maintaining relationships with elected officials, legislative staff, industry associations, and community stakeholders, and representing M1W in meetings and presentations
- Periodic travel to support advocacy efforts, including lobbying trips to Sacramento and Washington D.C. and several conferences throughout the year
- Working closely with contract lobbyists to navigate political and legislative landscapes, track bill language, and align advocacy strategies
- Leading and participating in stakeholder engagement efforts, including facility tours, public presentations, and community events
- Drafting legislative summaries, position papers, policy principles, correspondence, testimony, and other written materials
- Engaging with industry associations through sub committees and working groups
- Developing and delivering strategic messaging that advances M1W's legislative and advocacy priorities, including creating presentations, press materials, digital content, and other communications
- Supporting grant development efforts by contributing narrative content, technical reports, and participating in funding research and coordination with external partners and agencies
- Coordinating with internal departments and external partners to align responses to legislative, regulatory, and community issues
- Supporting M1W's Board of Directors with legislative updates, briefings, and policy analysis

# The Ideal Candidate

**T**HE IDEAL CANDIDATE IS AN EXPERT COMMUNICATOR ACROSS ALL MEDIUMS, with a solid foundation in content analysis, public policy, and advocacy. They engage confidently with elected officials, stakeholders, and diverse audiences, and are comfortable representing M1W in a variety of settings. Adaptable, perceptive, and highly politically astute, this person is a compelling storyteller who tailors their approach to effectively connect with their audience. The successful candidate will also be a proactive self-starter and collaborative team player, with a solutions-oriented mindset and the ability to manage multiple priorities in a dynamic environment. While an understanding of water and wastewater policy is a plus, M1W is looking first and foremost for an experienced advocate and excellent communicator; those with the advocacy background and a desire to learn the water landscape are encouraged to apply.



## The ideal candidate will also demonstrate the following core competencies:

### **Political Acumen & Relationship Building:**

Navigates legislative and regulatory environments with insight and professionalism, building and maintaining productive relationships with elected officials, lobbyists, partner agencies, and key stakeholders to advance Agency priorities.

**Change Agility:** Adjusts strategies and priorities in response to evolving legislation, stakeholder feedback, and changing political dynamics, while remaining effective in a fast-paced environment.

**Initiative:** Proactively identifies legislative trends, funding opportunities, and advocacy strategies, taking ownership of projects and drives efforts forward with minimal direction.

**Technical Analysis & Interpretation:** Reviews and synthesizes technical reports, engineering data, and operational information from internal teams, translating complex concepts into clear insights that inform legislative strategy, funding advocacy, and stakeholder communication.

**Digital & Technical Savvy:** Effectively utilizes digital tools, platforms, and design software to support communication, outreach, and advocacy efforts, including creating visually engaging materials and leveraging technology to enhance stakeholder engagement and messaging.



## 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 four-year college or university with a major in Public Relations, Public Policy, Political Science, Public Administration, Business Administration, Communications, Journalism, or related field. For degrees obtained outside the U.S. an official equivalency evaluation is required.

**Experience:** Four (4) years of professional experience in legislative analysis, water or wastewater administration, or communications.

**Substitution:** A Master's degree in a related field may substitute for two (2) years of work experience.

**Driver's License:** Possession of a valid driver's license, satisfactory driving record, and insurable by the Agency's insurance at the standard rate, OR suitable alternative transportation to be approved by the Agency.

## PREFERRED

- Experience in the public sector or the water and wastewater industry.
- Understanding of graphic design, layout, and print production techniques; experience using design tools such as Adobe InDesign.



# Salary & Benefits

Annual salary: **\$131,840 – \$167,890 DOE/DOQ\*** *\*This range includes a 3% COLA scheduled for July 2026.*

**PLUS** a generous benefits package that includes:

**Retirement:** California Public Employees' Retirement System (CalPERS) 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 22 hours of floating holiday per year.

**Vacation:** 80 hours annually.

**Administrative Leave:** Five days per year; 120 hours max accrual.

**Sick Leave:** 96 hours per year.

**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.

[VIEW DETAILED BENEFITS INFORMATION](#)



# How to Apply

For first consideration, apply by **MAY 19** at:

[WBCP JOB BOARD](#)

Candidates who move forward in the process will be asked to submit a writing sample.

## SAVE THE DATES

Round one virtual interviews will take place on **JUNE 17**. Finalists will move forward to round two in-person interviews on **JUNE 30**.

*Selected candidates must be available for both dates.*

## QUESTIONS?

Please contact your recruiter, Lauren Gerson-Greene, with any questions:

[lauren@wbcpinc.com](mailto:lauren@wbcpinc.com)

**866.929.WBCP (9227)**

toll free

**541.664.0376** direct

