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career opportunity

*Providing Silicon Valley
with safe, clean water for a
healthy life, environment,
and economy.*

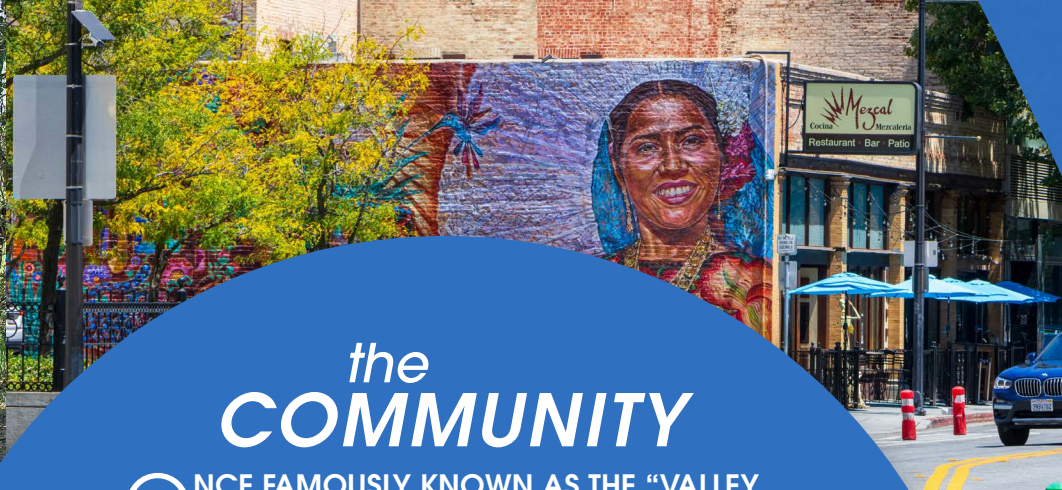
SENIOR ELECTRICAL ENGINEER

VALLEY WATER
SAN JOSE, CALIFORNIA

ANNUAL SALARY:
\$167,668.80-\$214,635.20 DOQ/DOE

THE SANTA CLARA VALLEY WATER DISTRICT (VALLEY WATER) is seeking a highly skilled and collaborative Senior Electrical Engineer to serve as a subject matter expert supporting critical water utility infrastructure. This role is essential in connecting operations and capital delivery by providing hands on electrical engineering expertise to troubleshoot, design, and deliver complex projects that directly impact water treatment and delivery systems. The position plays a key role in high priority initiatives such as the major electrical upgrades at the Penitencia and Santa Teresa water treatment plants as well as the large Rinconada Reliability and other improvement projects. The ideal candidate brings deep technical expertise in power distribution systems, strong collaboration skills, and the ability to work across departments and external agencies to ensure reliable, safe, and efficient system performance in a continuous operations environment. **Advance reliable water systems through electrical infrastructure engineering. Apply today!**





the COMMUNITY

ONCE FAMOUSLY KNOWN AS THE “VALLEY OF HEART’S DELIGHT” for its lush orchards,

Santa Clara Valley is a dynamic region that blends cutting-edge innovation with natural beauty, earning its new nomenclature: “Silicon Valley.” Today, the valley is home to nearly 2 million residents across 1,300 square miles, encompassing cities like San Jose, Santa Clara, and Cupertino. Known for its thriving tech-driven economy, the valley attracts families, entrepreneurs, and professionals alike. Residents enjoy a wealth of attractions, from expansive hiking trails in scenic foothills to family-friendly destinations like Great America and The Tech Interactive. Cultural events, international cuisine, and performing arts further enrich the area, while its proximity to San Francisco, Monterey Bay, and the Sierra Nevada Mountains makes it a gateway to California’s best urban, coastal, and outdoor experiences. With a high quality of life, Santa Clara Valley is a place where innovation thrives alongside a welcoming, active community.





ABOUT VALLEY WATER

VALLEY WATER SERVES NEARLY TWO MILLION PEOPLE in Santa Clara County, which stretches 1,300 square miles and encompasses 15 cities and unincorporated areas. The organization manages 10 dams and surface water reservoirs, three water treatment plants, an advanced recycled water purification center, state-of-the-art water quality laboratory, nearly 400 acres of groundwater recharge ponds, and more than 275 miles of streams.

With headquarters in San Jose, Valley Water provides wholesale water and groundwater management services to local municipalities and private water retailers who deliver drinking water directly to homes and businesses in Santa Clara County. With a current operating and capital budget of \$948 million, and 876 employees, Valley Water is governed by a seven-member Board of Directors, each elected by their district to serve overlapping four-year terms. Valley Water's mission is to provide Santa Clara County with safe, clean water for a healthy life, environment, and economy.

the DIVISION + UNIT

THE WATER UTILITY CAPITAL DIVISION, which includes the Treatment Plants Project Delivery Unit, is responsible for delivering Valley Water's capital infrastructure program through the planning, design, and construction of major improvement projects. The Division ensures the reliability, safety, and regulatory compliance of critical water utility infrastructure—such as pipelines, pump stations, and treatment facilities—while coordinating with internal stakeholders, consultants, and regulatory agencies. The Treatment Plants Project Delivery Unit focuses specifically on treatment facility projects, leading upgrades, expansions, and rehabilitation efforts to maintain water quality standards, address aging infrastructure, and support the delivery of safe, high-quality drinking water for the region.

the JOB

THE SENIOR ELECTRICAL ENGINEER SERVES AS A SUBJECT MATTER EXPERT in electrical systems supporting Valley Water's treatment plants, pumping facilities, and critical infrastructure systems. This role leads and supports the electrical engineering components of complex capital and operational projects from planning and design through construction, and commissioning. A key responsibility is connecting capital project delivery with real time operational needs, including troubleshooting electrical issues and ensuring system reliability in a continuous use environment. The primary focus of this position includes supporting the Rinconada Reliability Improvement Project, along with key electrical improvement initiatives at the Penitencia and Santa Teresa water treatment plants.

Reporting to the Unit Manager, this role conducts advanced analyses such as power system modeling, arc flash studies, and energy optimization, ensures compliance with applicable codes and standards including NEC, NFPA, and IEEE, and provides oversight, review, and quality assurance of engineering designs and consultant deliverables. The Senior Engineer collaborates closely with internal teams including Operations and Maintenance and external partners such as regulatory agencies and power providers. This position also contributes to long range planning, budgeting, and energy initiatives, manages and coordinates consultant work, and may oversee and mentor junior engineering staff. The role regularly represents Valley Water in technical discussions, project coordination meetings, and stakeholder engagements.



the IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A SUBJECT MATTER EXPERT in electrical systems for industrial or critical infrastructure environments, with strong experience in power distribution systems supporting water treatment, pumping, or similar facilities. They bring deep hands-on knowledge of medium and low voltage systems, including transformers, motor control centers, switchgear, and adjustable speed drives, along with experience conducting power system studies such as arc flash and coordination analyses. Experience with system modeling tools such as SKM and ETAP, and familiarity with SCADA systems is highly desirable. This individual thrives in a complex and fast-paced environment and is comfortable balancing competing priorities across both capital projects and operational needs. They have experience leading or supporting electrical design efforts, managing and reviewing consultant work, and working closely with cross functional teams, particularly Operations and Maintenance. The ideal candidate is a strong problem solver who can diagnose and resolve electrical issues in real time while maintaining a focus on long term system reliability and performance. The successful candidate brings strong interpersonal and communication skills and is effective at building relationships across departments and with external partners. They are collaborative, adaptable, and able to bring diverse stakeholders together to move projects forward. While project management experience is valued, success in this role is driven by technical expertise, sound engineering judgment, and the ability to support a high performing, mission driven organization.

The ideal candidate will demonstrate the following core competencies:

Technical Expertise: Applies advanced knowledge of electrical engineering principles, power distribution systems, and treatment plant infrastructure to deliver complex projects and ensure system reliability and compliance.

Communication: Effectively conveys technical information to diverse audiences, building strong relationships with internal teams and external partners.

Systems Perspective: Understands how electrical systems integrate within broader water utility operations, enabling informed decision-making that supports overall system performance and long-term reliability.

Customer Service: Provides responsive, solutions-oriented support to internal stakeholders and partners, ensuring operational needs are met with professionalism and a commitment to service excellence.

MINIMUM QUALIFICATIONS

Education: Graduation from an accredited four-year college or university with major coursework in electrical engineering or a related field.

Experience: Six (6) years of professional engineering experience designing and maintaining industrial electrical systems in an operating environment, preferably in a critical infrastructure environment, including at least two (2) years of lead responsibility.

License: Possess and maintain a valid license as a Professional Electrical Engineer issued by the California Board for Professional Engineers, Land Surveyors, and Geologists.

PRIORITY PROJECTS

PENITENCIA & SANTA TERESA ELECTRICAL IMPROVEMENTS. A \$15 million initiative to modernize electrical systems at the Penitencia and Santa Teresa Water Treatment Plants, improving operational reliability and efficiency, with design support from external consultants.

RINCONADA RELIABILITY IMPROVEMENT PROJECT. A multi-year capital project currently in construction focused on enhancing the reliability and performance of the Rinconada Water Treatment Plant, with a significant electrical engineering component supporting critical system upgrades.

[SEE PROJECT DETAILS](#)



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SALARY + BENEFITS

Annual salary of **\$167,668.80–\$214,635.20 DOE/DOQ**, **PLUS** a highly competitive benefits package that includes:

Health Insurance: Valley Water offers three medical plans: Blue Shield PPO, Blue Shield HMO and Kaiser HMO. The district pays the total premium cost for all employees and eligible dependents.

Vision Care: Vision Service Plan (VSP) is the vision coverage for individuals who chose either of the Blue Shield Plans. Valley Water pays the total premium cost for all employees and eligible dependents for VSP. The vision coverage for Kaiser members is part of the Kaiser medical plan.

Dental Care: Delta Dental is the dental care plan offered by Valley Water. The district pays the total premium cost for all employees and eligible dependents.

Retirement: Valley Water participates in the Public Employees Retirement System (CalPERS).

- **CalPERS Retirement for new members hired on or after 1/1/2013 (Tier 3).** 2.0% at 62 with final compensation of highest 36 consecutive months. Employees are required to pay 50% of the total normal cost as determined by the annual CalPERS valuation and is subject to change each fiscal year. The current required employee contribution is 8% (6.75% for the member contribution and 3% towards the Valley Water's CalPERS cost. The additional amount over and above the required employee contribution will increase by 0.5% each fiscal year of the contract.) Contributions are pre-tax payroll deductions.
- **CalPERS Retirement for classic members hired on or after 3/19/2012 (Tier 2).** 2.0% at 60 retirement plan with final compensation of highest 36 consecutive months. The current required employee contribution is 0%. Valley Water pays the employee contribution (Employer Paid Member Contributions—EPMC) of 7%.
- **CalPERS Retirement for classic members originally hired by Valley Water prior to 3/19/2012 (Tier 1*).** 2.5% at 55 retirement plan with final compensation of highest 12 consecutive months. The current required employee contribution is 7.25% (8% for the required

member contribution and 3% towards the Valley Water's CalPERS cost. The additional amount over and above the required employee contribution will increase by 0.5% each fiscal year of the contract.) Contributions are pre-tax payroll deductions.

**Tier 1 CalPERS Retirement is for eligible re-hired Valley Water employees whose original hire date was prior to 3/19/2012 and who have not received a refund of their contributions, or have elected to redeposit any withdrawn contributions prior to 90 days after returning to Valley Water employment.*

Valley Water does not contribute to Social Security. Medicare contributions are mandatory.

Deferred Compensation Plan: Optional Deferred Compensation Plan (per the Internal Revenue Code 457 and 401) is available allowing sheltering of current income for payment later to supplement your retirement. Annual district matching contributions determined by the employee's designated bargaining unit.

Retiree Medical Insurance

- Medical coverage is provided for retired employees with 15 years of continuous service with Valley Water or a combination of prior public agency service (meaning the State of California or any political subdivision thereof, including any city, county, or special district) with a minimum of 5 consecutive years of Valley Water Service.
- Medical coverage is provided for retired employees and one eligible dependent with 20 or more years of continuous service with Valley Water or a combination of prior public agency service with a minimum of 5 consecutive years of Valley Water Service.
- Medical premium cost sharing is required with the same contribution percentage as active employees and based on the medical premium amount applicable to active employees or retirees, whichever is less. Effective April 1, 2024, retirees will pay 0% of the cost of the premium. Valley Water will pay 100% of the cost of the premium.



Vacation: Accrual rate increases based on years of services, starting at 10 days in first year.

Sick Leave: Accrue 12 days per year with unlimited accumulation. Upon retirement, up to 480 hours of accrued sick leave shall be paid to the employee at the rate of 50% of the equivalent cash value, or the accrued balance may be converted into additional CalPERS service credit. Upon resignation with ten or more year service, up to 480 hours of accrued sick leave shall be paid off at the rate of 25% of the cash value.

Personal Leave: An additional 24 hours of personal leave is provided each fiscal year (pro-rated if hired after the fiscal year starts).

Management Leave: Employees represented by the Professional Managers Association receive 32 hours of prorated management leave each fiscal year.

Life Insurance/Disability Insurance: Basic life insurance for all full time and part-time employees (employee must work 20 hours or more per week) is provided by Valley Water. Short and long-term disability income protection insurance for all employees provided by the district. Additional basic life, short- and long-term disability income protection and accidental death and dismemberment insurance available at group rates paid by the employee.

Employee Assistance Program (EAP): The district pays the total premium cost for all employees and eligible dependents.

Holidays: Valley Water provides 14 designated paid holidays per calendar year.

Other Benefits

- Health Care Reimbursement as provided by the Internal Revenue Code Section 125
- Dependent Care Reimbursement as provided by the Internal Revenue Code Section 129
- Legal Insurance offering comprehensive legal benefits
- Pet Insurance
- Financial Wellness Program
- Professional Reimbursement for items related to the employee's area of responsibility
- Tuition Assistance program allows individuals to further facilitate their career development
- Commuter Check Program
- Wellness Program offers employees opportunities to participate in wellness-related activities and events

SPECIAL NOTES:

- **Treatment Plants Project Delivery Unit (Position Code 1099).** Water Telework Program: Eligibility for telework will depend on the type of work performed, operational needs, and the ability for the employee to perform the essential functions of their job duties while teleworking. Employment with Valley Water requires employees to live within 150 miles of their primary physical work location located in San Jose, California by their start date.
- This position is eligible for a hybrid telework schedule, typically working 40% remote and 60% onsite.



HOW TO APPLY

For consideration, apply by
JULY 2 at:

WBCP JOB BOARD



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INTERVIEW PROCESS

Interviews will take place on an ongoing basis as ideal candidates are identified.

QUESTIONS?

Please contact your recruiter,
Levi Kuhlman, with any inquiries:

541.664.0376 direct

866.929.WBCP (9227) toll-free

levi@wbcpinc.com