



THE OPPORTUNITY

Managing one of the new Groundwater Sustainability Agencies created in California, the General Manager will start at the ground floor establishing the Greater Kaweah GSA organization and its plan to lead the Kaweah Subbasin to groundwater sustainability. Working for the agency Board of Directors, the General Manager will collaborate with groundwater stakeholders, public and private agencies, and neighboring Groundwater Sustainability Agencies to design and implement groundwater management strategies that meet the agency goals and objectives. The successful applicant will be challenged by the time frames established in California's 2014 Sustainable Groundwater Management Act within the 220,000 acres of the Greater Kaweah, and be a major contributor in the agencies effort to achieve new and effective groundwater management strategies and activities to reach sustainability.

WHO IS THE GREATER KAWEAH?

The Greater Kaweah Groundwater Sustainability Agency was created in late 2016 by three public water districts, a conservation district, and the county to locally comply with the Sustainable Groundwater Management Act. They are joined in the effort by local public utilities, rural communities, and private water districts to both protect the basin's valuable groundwater resources and the vibrant farming, rural, urban, and environmental communities that thrive in the area. The nine member Board of Directors is committed to meet these dual goals, and looks for an effective manager to administrate the complex requirements and needs of the agency.

WHAT IS THE POSITION?

The General Manager for the agency will be responsible for not only carrying out the goal and objectives of the Board of Directors, but assisting them as a strategic leader with vision for short term and long term organizational needs and direction. As the Sustainable Groundwater Management Act is a new obligation for the area, the General Manager will need to meld in a level of flexibility and agility in planning to meet the challenge of an undefined future of the basin's groundwater resources.

First objectives will be for the General Manager to work with the Board of Directors, consultants, and stakeholders to draft a Groundwater Sustainability Plan by January of 2020. With the successful completion of the Plan, emphasis will shift to the task of leading the implementation of that Plan to successfully reach Plan goals and milestones, progressing in a path towards groundwater sustainability.

RESPONSIBILITIES

To achieve these goals, the General Manager's responsibilities will include the following:

Agency Administration:

- Oversee and direct all activities of the agency.
- Develop adequate measures and controls to monitor and align the progress of the organization.
- Provide for office and infrastructure necessary to carry out the operations agency.

Fiduciary Responsibilities:

- Administer and provide fiduciary strength and stability.
- Collaborate with the county financial office (the Greater's current Treasurer/Auditor) to ensure the proper administration of the agencies budget, income and expenses.
- Provide the Board with appropriate financial documentation and foresight, to enable the Board to responsibly oversee the agency.
- Define and administrate funding sources and process for the agency.

Staff Oversight:

- Assess, administrate, and manage appropriate staffing to effectively and efficiently administer the activities of the agency.
- Assess, administrate and manage appropriate expert consultants to effectively and efficiently assist the agency.
- Ensure agency staff and consultants best represent the agency and the public.

Plan Development and Implementation:

- Closely collaborate with consultants to formulate, authenticate, and describe a sound and achievable Groundwater Sustainability Plan for the Greater area.
- Work directly with Intra and Inter Subbasin Groundwater Sustainability Agencies regarding coordination elements.
- Understand Sustainable Groundwater Management Act laws and regulations, and develop appropriate communication channels with The California Department of Water Resources to ensure the development of an acceptable Plan that meets Department standards and deadlines.
- Work with local stakeholders to review and give feedback on Plan development.
- Identify policy and path to effectively and efficiently reach Subbasin sustainability.
- Define, schedule, and implement specific projects and activities identified in the Plan.
- Establish reasonable and responsible monitoring and enforcement of Plan rules and regulations to meet sustainability.
- Track and anticipate annual, five year, and twenty year milestones and success.
- Collaborate with the Board of Directors and the Department of Water Resources to adjust the Plan should current objectives fall short of reaching goals.

Local Collaboration:

- Collaborating with agency officials and staff, consultants, landowners and organizations.
- Establish working relationships with local agencies, neighboring Groundwater Sustainability Agencies, the Department of Water Resources, and State Water Resources Control Board.
- Establish working relationships with landowners, extractors, stakeholders, and interested parties.
- Identify and establish relationships with technical expertise necessary to administer and support the business of the Agency.

IDEAL CANDIDATE

The position requires at least 10 years of professional experience, a college degree or comparable experience, direct management experience with a public agency, a strong understanding of the concepts of groundwater and hydrogeology, and direct project administration experience involving task and budget management. The ideal candidate will excel in an environment of complex, challenging, and often technical concerns while balancing the needs of varied stakeholders and agencies. The following attributes and experiences are highly valued in the consideration of candidates:

- Comprehend complex local issues and needs, and appropriately identify and oversee strategies to reach objectives.
- Strategize and achieve specific short and long-term planning goals, objectives, and policy according to Board direction.
- Administer Board meetings, committee meetings, and stakeholder outreach meetings necessary to implement the business of the Agency.
- Demonstrate experience with surface water, and groundwater resources, agriculture, urban, and environmental water needs.
- Demonstrate experience with Local, State, and Federal water agencies.
- Versed in the Sustainable Groundwater Management Act, Agency development, and Plan requirements.
- Experience collaborating with public and private interests.
- Understanding and experience of the Kaweah Subbasin is not required, but highly desirable.
- Understanding of the State legislative process and ability to engage is not required, but desirable.

COMPENSATION

The annual salary range for this General Manager Position is \$160,000 - \$200,000 depending on qualifications.

Benefits will be competitive and negotiable, and are anticipated to include: health insurance, retirement, vacation, sick leave, holidays, options for deferred compensation, and disability.

APPLICATION

To apply for this General Manager opportunity, please submit a cover letter and resume to the address below, preferably by hand delivery or email:

Greater Kaweah GSA
c/o Donna Olivas
Ruddell, Cochran, Stanton & Bixler LLP
1102 N. Chinowth St.
Visalia, CA 93291-4113
Email: Dolivas@visalialaw.com
Fax: (559) 733-4922

The filing deadline is Friday, April 20, 2018

Follow the filing deadline, application materials will be screened in relation to the criteria outlined in this document. Candidates with the most relevant qualifications will be invited to participate in the interview process.
