

Compensation and Benefits

The Executive Director role is a contracted consultant position. The salary stipend is open and negotiable DOQ and is anticipated to be competitive with water industry executives throughout the state. The stipend will be all inclusive as employee benefits are not offered for this position.



The Process

To be considered for this unique and exceptional career opportunity, please visit the Avery Associates Career Portal at www.averyassoc.net/current-searches/ to upload your cover letter of interest, resume, and contact information, including phone and email addresses for five work-related references. References will not be contacted until an initial interview is completed and mutual interest is established.

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The final filing date for this position is February 7, 2020. We anticipate preliminary interviews with Avery Associates will take place between February 10-21, 2020 and final interviews with the Sites Reservoir recruitment sub-committee will occur during the first two weeks of March 2020. The goal is to have the Executive Director on board during Q2 of 2020.

If you have any questions regarding this position, please contact Paul Kimura at paulk@averyassoc.net or 408.472.7936.



The Sites Reservoir Project



*invites your interest
for the position of*

**Executive
Director**

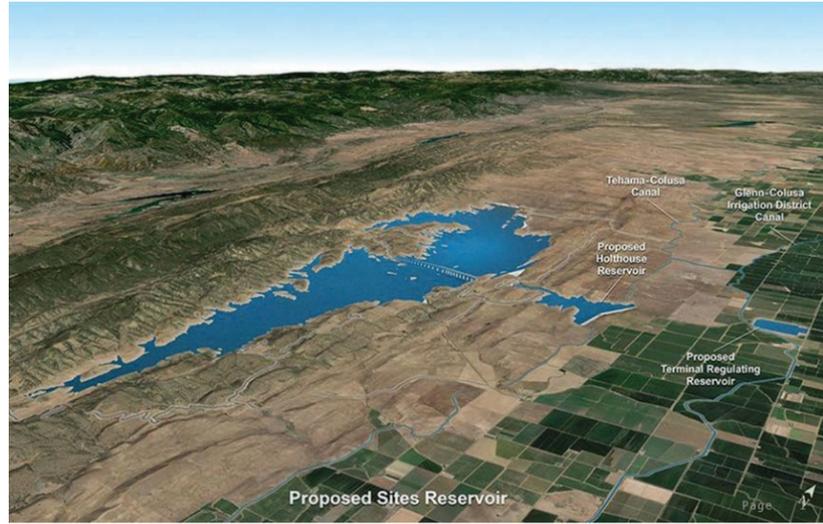
The Sites Reservoir Project

Managing California's water resources remains one of the greatest challenges that will continue to face state policy makers well into the future. The state's water infrastructure is getting older and stressed beyond its capabilities. Now more than ever, California needs to address its statewide water management challenges by implementing innovative solutions that address the state's needs for a sustainable and affordable water supply.

The Sites Reservoir Project is a water storage enhancement to the California water system that will provide multiple environmental benefits to improve aquatic habitat conditions and withstand dry year conditions. Sites Reservoir will significantly improve the state's water management system in drier periods and restore much needed flexibility and reliability that has been lost in the system. The reservoir will be operated to accommodate climate change and improve environmental and water supply system resilience.

Located 10 miles west of the Town of Maxwell in rural Glenn and Colusa counties, Sites Reservoir will be an off-stream storage facility that captures and stores stormwater flows in the Sacramento River – after all other water rights and regulatory requirements are met – for release in dry and critical years for environmental use and for California communities, farms and businesses when it is so desperately needed. When operated in coordination with other Northern California reservoirs such as Shasta, Oroville and Folsom, which function as the backbone to both the Central Valley Water Project and the State Water Project, Sites Reservoir will greatly increase flexibility, reliability and resiliency of statewide water supplies in drier periods.

Up to half of the project's annual water supplies will be provided for environmental flows, which will help to improve conditions for Delta smelt; support salmon development, spawning and rearing by helping preserve cold-water pools in Shasta later into the summer months; and improve Pacific Flyway habitat for migratory birds and other native species.



Sites Reservoir Governance & Funding

The Sites Project Authority was formed on August 26, 2010 when seven regional entities including water agencies and counties created a Joint Powers Authority (Authority). The purpose of the Authority is to pursue the development and construction of the Sites Reservoir Project, anticipated to be a \$3.5 to \$5 billion project. For more than nine years, the Authority (which has since increased to 9 voting members), has worked towards this goal and is currently advancing the project's environmental

review and permitting, along with preliminary design and operations planning. The Authority is governed by a board of directors that works in close coordination with other groups in the region interested in eventual construction of the Sites Reservoir Project.

Under the umbrella of the Authority, there is a second Board called the Reservoir Committee. The Reservoir Committee has 20 voting members from agencies that provide the majority of the funding for the project and provide guidance and direction to the effort. Both Boards meet on a monthly basis. For more information on the Authority and Reservoir Committee please visit the project website at www.sitesproject.org

In 2018, the project was both conditionally awarded an \$816 million grant funding from California's Proposition 1, and a \$449 million low interest loan from the United States Department of Agriculture for the Maxwell Water Intertie. Since then, the U.S. Bureau of Reclamation has secured newly appropriated authority to contribute \$6 million. On January 3, 2020 Governor Newsom released the draft California Water Resilience Portfolio that calls for the state agencies to "advance the largest off-stream reservoir in the suite of projects – Sites Reservoir – in a manner that protects and enhances fish and wildlife and water reliability."

The Position and Ideal Candidate for Executive Director

The new Executive Director (E.D.) will lead the overall Sites Reservoir Project effort working closely with the combined 29 member governance structure and consultant teams already under contract. The E.D. needs to be a visionary who will create an institutional structure to navigate the challenging path towards making this project a reality.



Over the past several years, the Authority has made significant progress, while garnering a wide base of support from stakeholders at the regional, state and national levels. The project now enters a key timeframe with several critical priorities and benchmarks that must be completed in order to keep the project on a successful track. A Strategic Planning process will be initiated in Spring 2020. The Plan will clarify and define the actual project scope and will further identify key project benchmarks and deliverables, including securing of all necessary environmental permits as well as project financing.

The nature and scope of this complex project requires a strategic, adaptive, and entrepreneurial leader with exceptional administrative and project management skills. The diverse nature and extensive set of priorities dictate the need for both an ultimate multi-tasker and master facilitator. Beyond the daily operational focus areas, the E.D. must closely align with both Boards, ensuring that a high level of communication, information sharing and guidance occurs. The importance of this connection cannot be overstated, as many of the Board Members are also key constituents including investors, landowners and water executives. The E.D. is expected to positively influence policy makers at the regional, state and federal levels to secure project and financial support on an ongoing basis.

The ideal candidate for this role will be an executive with a high level of credibility within California, with knowledge of state water laws and water history, who is an excellent relationship builder. The ability to understand complex technical issues is necessary. A big picture results-oriented executive with a "can do" energy level who is able to adapt and adjust to the volatile nature of the regulatory environment, funding commitments, and various interests of constituents, will be vital in this assignment. Prior experience as the project leader for a Capital Project of this scale is highly desirable.