



# Valley Water

Clean Water • Healthy Environment • Flood Protection

## *Santa Clara Valley Water District*

*invites your interest  
for the position of*

**Chief Executive  
Officer and  
General  
Manager**



## **The Santa Clara Valley Water District (Valley Water)**

The Santa Clara Valley Water District (Valley Water), headquartered in San Jose, California, in the heart of the Silicon Valley, is the primary water resources agency for Santa Clara County. Its core business is to provide residents with a clean, affordable and reliable supply of water, protection from flooding, and environmental stewardship. Valley Water encompasses all of the county's 1,300 square miles and serves the area's 15 cities, over 1.9 million residents, and more than 200,000 commuters.



The mission of Valley Water is to provide a healthy, safe, and enhanced quality of living in Santa Clara County through watershed stewardship and comprehensive management of water resources in a practical cost-effective, and environmentally sensitive manner. A seven-member Board of Directors that is elected by district to alternating four year terms, governs the District. The District provides wholesale water and groundwater management services to local municipalities and private water retailers who deliver drinking water to homes and businesses.

Valley Water manages 10 dams and surface water reservoirs, three water treatment plants, an imported water conveyance system for nearly 40% of its supply, an advanced recycled water purification center, a state-of-the-art water quality laboratory, 275 miles of streams, and nearly 400 acres of groundwater recharge ponds. The District is also the flood control agency for Santa Clara County, constructing large flood protection projects, and annually preparing creeks for winter rains through levee maintenance, sediment removal, bank repair and vegetation management. They currently have 28 safe clean water and natural flood control projects in process and have invested more than \$1 billion in flood protection efforts to protect nearly 100,000 parcels with many more projects planned.

Organizationally, Valley Water is an ethnically diverse and family friendly agency committed to diversity and inclusion. Its employees are dedicated to public service and work collaboratively with other agencies in all levels of government, community-based organizations, and neighborhood organizations in carrying out the mission of Valley Water.



### **Office of the Chief Executive Officer/ General Manager**

The Chief Executive Officer (CEO) and General Manager (GM) is appointed by the Board and will be responsible for the operations, financial performance, safety and reliability for Valley Water. The CEO/GM is one of three executives, along with the District Counsel and the Board Clerk, that are appointed by the Board. The CEO/GM leads a staff of six Chiefs, a workforce of 837 authorized FTEs, manages a budget of \$529 million and a five-year CIP of \$5.6 billion in implementing the Board and District's vision and direction and

its focus on expanding collaborative relationships with constituents.

## **The Position and Ideal Candidate**

The new CEO/GM will be an exceptional leader and relationship builder who provides administrative expertise within a highly complex, multifaceted and heavily regulated business environment. In leading this progressive agency, the CEO/GM must effectively navigate the political, environmental, and various stakeholder considerations that impact California's water industry. Organizationally, the CEO/GM must develop and maintain a cohesive bond with a knowledgeable and experienced board, while serving as an effective conduit

between the board and staff. In working closely with the seven-person board, the CEO/GM will ensure alignment and integration of Valley Water's vision and mission with the overall operation.



Key priorities in this role are extensive and diverse including the continual challenges of securing regulatory approval for the District's major Capital projects. The myriad of federal, state, and local regulatory considerations must be deftly navigated through high levels of trust and credibility with regulatory agencies. Much of the project portfolio also requires support from the wide array of community interests, necessitating positive engagement and ongoing outreach and communication. Internally, the focus is on organizational development through more effective recruitment efforts, retention of quality staff, succession planning, and staff development.

The ideal candidate will be a strategic, innovative, nimble, and results oriented executive that possesses high levels of political acumen, emotional intelligence, and the gravitas to effectively interact and influence the Board and constituent community. A proven track record of effective outreach and interaction with community and governmental entities will be essential in this role, as will knowledge of the various regional, state and federal funding mechanisms available to special districts. The new CEO/GM will model the values, ethics, and integrity inherent to being a public servant, and will champion diversity and inclusion initiatives within the District.



A strong background in and knowledge of large CIP's, positive relationships with the regulatory community and California's water industry are ideal attributes for this role, although it's conceivable that someone from another highly regulated industry such as recycled water might possess the expertise and skills to succeed in this assignment. The new CEO/GM will have a background that includes 10 or more years of executive level experience in general management, line, or staff functions. A Bachelor's degree from an accredited college or university with major course work in business or public administration, engineering, or a closely related field is required. A Master's degree is highly desirable.

## Compensation and Benefits

Valley Water offers a competitive salary and benefits package. The FY2020 salary range for this position is \$326,352-\$376,355 annually, DOQ. The attractive benefits package includes:

- ◆ Retirement: CalPERS – Benefit based on CalPERS membership status at time of hire: Classic CalPERS Members: 2.0% @ 60, with final compensation of highest 36 consecutive months; Employee pays 7% of employee share and 3% of employer share for a total of 10% for FY 2019-20. New CalPERS Members: 2% @ 62, with final compensation of highest 36 consecutive months; Employee pays 6.75% of employee share and 1% of the employer share for a total of 7.75% for FY 2019-20.
- ◆ Medical: Employee pays 15% towards District's monthly premium costs.
- ◆ Dental/Vision: Paid by Valley Water for employees.
- ◆ Vacation: New employees receive 224 hours (28 days/year) awarded at the start of the fiscal year. New hires receive prorated vacation based on date of hire.
- ◆ Holidays: 12 paid holidays.
- ◆ Sick Leave: Sick leave is accrued at the rate of 1 day per month (96 hours per year).
- ◆ Personal/Executive Leave: 24 hours of executive leave and 32 hours of prorated personal leave.
- ◆ Car Allowance: Monthly allowance of \$600.
- ◆ Life Insurance: \$100,000—Valley Water paid.
- ◆ Deferred Compensation Plan: Voluntary program with \$4,000 annual matching.
- ◆ Disability: Valley Water pays premium.
- ◆ Retirement Medical: Medical coverage is provided for retired employees with 15 years of continuous services with Valley Water.
- ◆ Other Benefits: Professional development, and tuition reimbursement.



## The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be called until after a preliminary interview takes place).

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The final filing date for this position is: March 6, 2020

If you have any questions regarding this position please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net), Paul Kimura at 408.472.7936 or [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).