



COUNTY OF SAN DIEGO

Utility Manager

Wastewater Management Program

(Official Class Title: LUEG Program Manager)

**Anticipated Hiring Range: \$150,000 to \$163,000
Annually**



THE POSITION

Utility Manager

The County of San Diego Department of Public Works (DPW) is seeking applications and résumés from qualified individuals for Utility Manager (LUEG Program Manager). The selected candidate will provide executive level leadership and oversight and be responsible for administration, engineering and planning, and operation and maintenance of San Diego County Sanitation District, Campo Water District, and Live Oaks Springs Water System. The selected candidate will also provide briefings and presentations to representatives of the County Board of Supervisors, Chief Administrative Officer, Deputy Chief Administrative Officer, and outside agencies and private entities; provide direct supervision over program managers; and perform fiscal management and grant administration duties.

THE IDEAL CANDIDATE

The ideal candidate will possess a professional history that demonstrates the following leadership competencies and attributes:

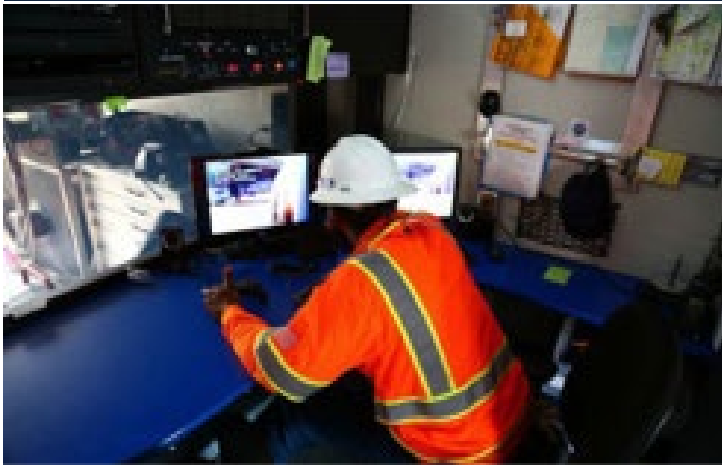
- Experience directing overall operation of water and sewerage system(s), including sewage pump stations, collection systems, overflow retention facilities and wastewater treatment plants
- Thorough knowledge of local, state, and Federal regulations, laws, and codes for water and sewerage system operation and management
- Management or supervisory experience over three to five operational managers and supervisors
- Experience with general budget and financial management concepts, including establishing, monitoring, and tracking program budgets; cost recovery processes; and rate setting management and administration for a public utility
- Knowledge of concepts, principles, and practices of policy and procedure development and implementation
- Experience in a public agency or related private organization with project management, design, construction, and contracting for large complex public works infrastructure projects
- Ability to thrive in a fast-paced, high profile, and demanding environment
- Skilled in strategic planning, project management, and outcome-based performance management.
- Ability to build, lead, and motivate high performing teams to be accountable; support concurrent complex projects; initiate change; and achieve challenging goals
- Organizational and political awareness of issues, and ability to build consensus and clearly communicate with stakeholders at all levels in verbal and written form

In addition, the ideal candidate will possess current registration as a Professional Engineer in the State of California; possession of relevant State of California water or wastewater certifications; and certification as a Project Management Professional.



THE DEPARTMENT

Public Works – Wastewater Management



Our Mission:

To operate and maintain, safely, efficiently, and cost effectively, the San Diego County Sanitation District, Campo Water District, and Live Oaks Springs Water System in conformance with Federal, State, and local rules, regulations, and ordinances, and without cost to the County General Fund.

The County of San Diego Department of Public Works (DPW) serves the unincorporated county by maintaining roads, sidewalks, and bridges; providing wastewater and other environmental management services; keeping road drainage systems and flood control channels clear; operating traffic signals and streetlights; managing eight airports; maintaining closed landfills and burn sites and inspecting private developer construction sites and permits work performed in the county's right-of-way.

The San Diego County Sanitation District, Campo Water District, and Live Oaks Springs Water System are managed by the Wastewater Management (WWM) Program within to the Engineering Services Division of DPW. The utilities provides sewer service to over 36,000 customers in the unincorporated areas of Alpine, East Otay Mesa, Lakeside, Spring Valley, Winter Gardens, Julian, Pine Valley, and Campo through a network of collector pipes, trunk lines, and pump stations and treatment plants; and water service to over 400 customers in Campo Hills, Rancho Del Campo, and Live Oak Springs that include ground water wells and water treatment. WWM is also involved in regional water use programs for the East County Advanced Water Purification and San Diego Pure Water; and represents the Sanitation District as a participating agency with the Metropolitan Wastewater System. The WWM program includes 52 full time staff positions and budgets that exceed \$30 million annually, funded through wastewater and water service charges collected primarily on the tax roll.

[Click here for more information about the County Sanitation District.](#)



MINIMUM QUALIFICATIONS

Applicants must possess the following:

A bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, five (5) years of experience that demonstrates the ability to perform the essential functions of the classification which must include two (2) years of management or supervision. OR, a combination of experience and/or education as stated above.

Notes: A master's degree or higher degree may substitute for a total of one year. In order for education to substitute for work experience as indicated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis. Qualifying experience will include CAO Staff Officer or Project Manager experience that involves leading projects.

****A Bachelors degree with major course work in public administration, business administration, public policy, engineering, chemistry, finance or a field related and ten (10) years of management or administrative experience in a public agency working with executive management, and current registration as a Professional Engineer in the State of California is highly desirable.*

SALARY & BENEFITS

COMPENSATION

The anticipated hiring range is \$150,000 to \$163,000 annually.

Salary placement for this position is dependent upon the qualifications of the successful candidate. Salary reviews are performance-based and goal oriented.

BENEFITS

- 15 days of paid vacation, 13 days of paid sick leave, 10 days of paid executive time off, and 14 paid holidays
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- View the detailed Benefit Plan for [Unclassified Management \(UCL\)](#)
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for relocation allowance up to \$15,000



APPLICATION PROCESS AND RECRUITMENT SCHEDULE

1. Apply online at <https://www.sandiegocounty.gov/hr/>; select Current Job Postings, Job Number 23031508U.
2. Attach your résumé at the Attachments step of the online application. Résumés should include academic degrees held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff.
3. Attach a copy of your college degree, final transcripts, or foreign studies equivalency certificate (if education was obtained outside of the U.S.).

Résumés will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be referred to the hiring department for further evaluation. Candidates who are selected to move forward in the selection process will be contacted directly by the hiring department.

Interested candidates are encouraged to apply as soon as possible for consideration.

SPECIAL NOTES

The Department of Human Resources will remove personally identifiable information from all new recruitments. This practice, called Blind Applicant Screening, will hide a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process will help contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

Please make sure to update the Work History in your application profile to match your resumé. Hiring managers will only receive the redacted application (without resumé) to make a determination of which candidates they will interview. Resumé will be sent to hiring managers at the time interviews are scheduled.

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable a qualified individual with disabilities to perform the essential functions of a job, on a case-by-case basis.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter, Department of Human Resources, at Bryan.Faircloth@sdcounty.ca.gov.

Questions regarding the position or department should be directed to Lydia Lopez, Group Human Resources Director for the Land Use Environment Group, at Lydia.Lopez@sdcounty.ca.gov



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.

The County of San Diego and its employees embrace the vision of a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://www.sandiegocounty.gov/strategic-plan) as well as our commitment to serve everyone, to build a [Framework for the Future](#) that will create a County that works for all.