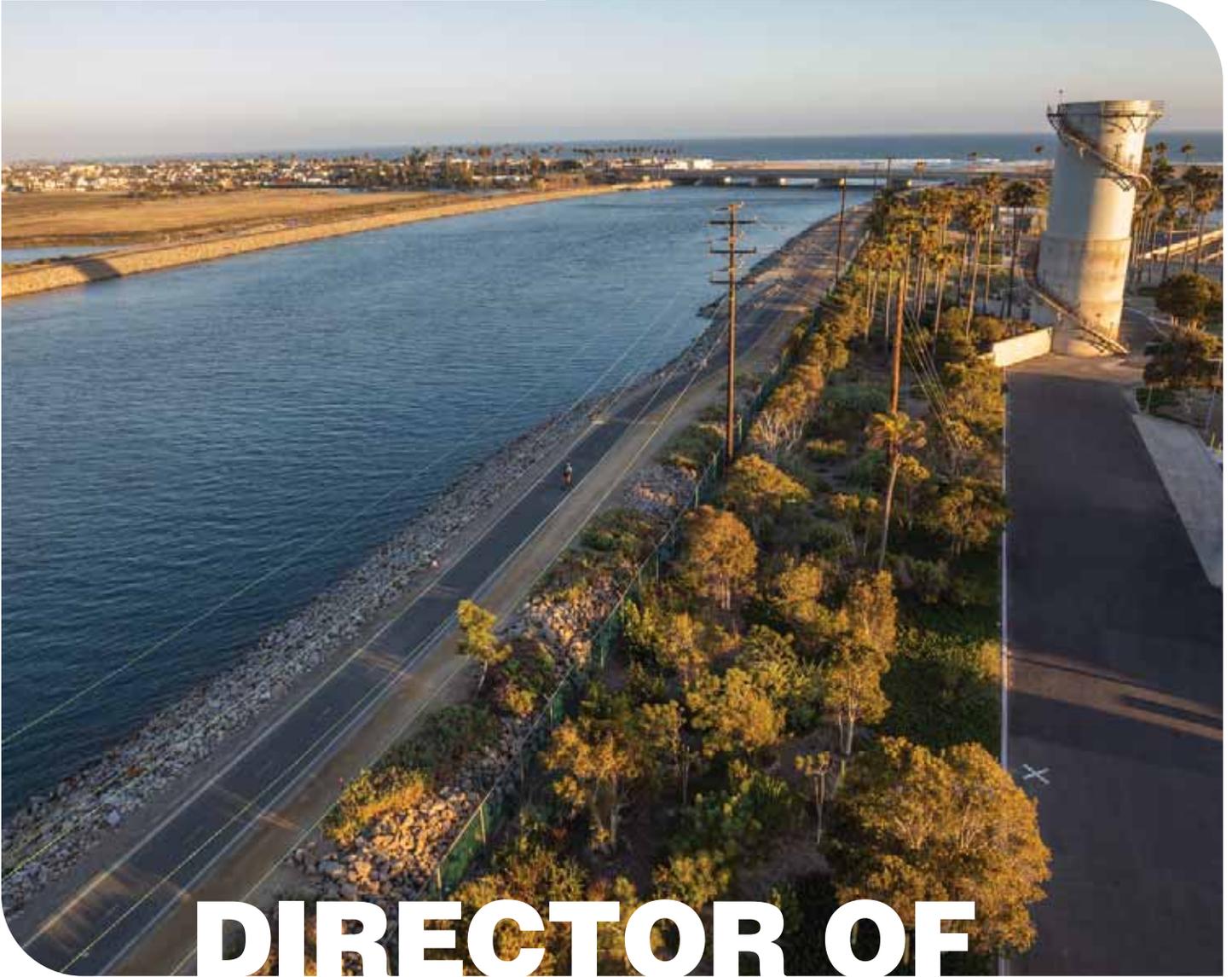


Recruitment Announcement



DIRECTOR OF ENVIRONMENTAL SERVICES

Orange County Sanitation District





THE COMMUNITY

Orange County embodies the ultimate Southern California lifestyle with casual sophistication, pristine beaches, wilderness parks, legendary theme parks, and endless options for fun in the sun or cultural exploration. With sun-soaked days and star-filled nights, here you will be immersed in the real California dream.

Orange County's beauty and distinctive character define the California lifestyle and provide an unparalleled quality of life. Orange County has 42 miles of beautiful coastline, three harbors, and 25 urban and wilderness parks (including 230 miles of riding and hiking trails), major recreational and tourist facilities like Disneyland, Knott's Berry Farm, and the Art Colony in Laguna Beach, and is home to the Los Angeles Angels and the Ducks of the National Hockey League.

Orange County's population is well-educated and diverse and takes pride in its outstanding educational institutions along with its strong business economy. Orange County schools boast a higher than average SAT score and a dropout rate lower than the state average. It is home to multiple distinguished and National Blue-Ribbon schools and three universities: University of California at Irvine, California State University, Fullerton, and Chapman University.

THE AGENCY

The Orange County Sanitation District (OCSD) is about to celebrate 65 years of service. As the third largest wastewater treatment agency west of the Mississippi River, we are building on past success and have transformed the level of service that we provide to our rate payers. OCSD is governed by a 25-member Board of Directors, comprised of representatives from each local sewer agency or city within our 471-square-mile central and northwest Orange County service area. Board members included one County Supervisor, 20 City Council members, two Sanitary Districts members, and two Water District members. The Board oversees operations, approves programs and

projects, and sets policy. OCSD's two treatment plants, located in Fountain Valley and Huntington Beach, process about 185 million gallons of wastewater each day generated by approximately 2.6 million residents and businesses within our service area. Board of Director meetings are typically held on Wednesday evenings. For a full list of committees and meeting times, please visit www.ocsd.com.

With the mission, "To protect public health and the environment by providing effective wastewater collection, treatment, and recycling," OCSD continues to break new ground with award-winning and innovative programs. To ensure that the marine environment and public health are protected, OCSD has maintained an extensive ocean monitoring program for over 25 years. While some of the treated water from the two treatment plants is released over four miles out into the ocean at a depth of two hundred feet below the surface of the water, most is recovered into Orange County's main water supply through the visionary Groundwater Replenishment System (GWRS), a project jointly funded by the Orange County Water District (OCWD) and OCSD, which began operation in 2008. The GWRS is the largest water purification project of its kind in the world; at 100 million gallons per day, it generates enough pure water to meet the needs of over one million people. In 2023 the system will be expanded to 130 million gallons per day. In addition to being a leader in water recycling, OCSD also is a leader in solids and energy recovery. In 2003, OCSD became the first biosolids program in the nation to be certified by the National Biosolids Partnership (NBP). OCSD produces over 500 million pounds of biosolids a year which are recycled for use on agricultural land or used to produce compost material. OCSD also captures and recycles methane to produce electricity and heat that powers over 60 percent of our energy needs, saving OCSD rate payers millions of dollars every year.

OCSD has a staff of 636 full-time employees and a fiscal year 2018-2019 operating and capital improvement budget of \$422 million.

For more information about OCSD, please visit www.ocsd.com.

THE DEPARTMENT

In its key role of protecting public health and the environment, OCSD must meet the strict requirements of federal, state, regional, and local regulations for treated sewage discharge to the ocean, water recycling, biosolids management, air emissions, industrial waste, storm water management, sewer system operations, and land use controls. The Environmental Services Department enables OCSD to respond quickly to new regulations and initiatives while ensuring our operations comply with strict environmental regulations, implements innovative pollution prevention programs, and meets challenging analytical needs for water quality and ocean monitoring. The Environmental Services Department is responsible for managing the following OCSD environmental and regulatory program elements:

- **Ocean Discharge Permit.** Monitor and report on compliance with OCSD's ocean discharge (NPDES) permit, jointly issued by the U.S. EPA and California Water Quality Control Board, that stipulates conditions under which treated wastewater may be discharged into the ocean.
- **Industrial Source Control.** Responsible for permitting, inspection, monitoring, and enforcement of local, state, and federal pretreatment requirements imposed on dischargers of industrial wastewater into OCSD's sewer system. Pollution prevention (non-industrial source control). Implement programs designed to control the discharge from residences and businesses of harmful products such as pharmaceuticals, fats, oils and grease (FOG), and emerging pollutants of concern.

- **Environmental Laboratory.** Provide laboratory services, sample collection and data analysis in support of plant operations, air and water quality compliance activities, source control, ocean monitoring, and ground water recharge (GWRS) activities.
- **Ocean Monitoring.** Carry out OCSD's comprehensive ocean monitoring program, including toxicity analysis, to make sure the marine life and public are safe from any possible effects caused by the discharge of treated wastewater.
- **Storm Water Management.** Ensure OCSD construction projects and facilities comply with regulatory programs that prevent pollution from entering the storm drain system and local waterways.
- **Biosolids Management.** Maintain our biosolids environmental management system and ensure diversity in products, markets, locations, and contractors for our daily biosolids production.
- **Air Quality.** Responsible for overseeing and revitalizing the air quality program to ensure all OCSD facilities comply with federal and state requirements and participate in the development and implementation of technologies to reduce health risks to surrounding residents and businesses.
- **Urban Runoff.** Carry out the urban runoff diversion program through the issuance, monitoring, and enforcement of discharge permits to municipalities seeking to discharge dry weather urban runoff into OCSD's sewer system and prevent contamination of beaches and waterways.
- **Underground storage tanks (USTs).** Ensure OCSD's USTs comply with state requirements for inspections, testing, permits, and training to prevent unauthorized releases which might degrade underlying groundwater.
- **Sanitary Sewer Overflows (SSOs).** Monitor and assess compliance with regulatory requirements mandated by state-issued waste discharge requirements for sanitary sewer systems. OCSD's sewer system management plan outlines activities designed to provide reliable service and prevent SSOs.
- **Environmental Audits.** Undertake audits of OCSD's operations, facilities, and contractors to provide independent verification that they are complying with environmental laws, regulations, and policies to help reduce compliance violations.

THE POSITION

Under executive direction of the Assistant General Manager, the Director of Environmental Services plans, directs, manages, and oversees the activities and operations of the Environmental Services Department including environmental compliance, the environmental laboratory, the ocean monitoring program, and source control operations; coordinates assigned activities with other departments and outside agencies; and provides highly responsible and complex administrative support to the General Manager. The Director's duties include:

- **Administration** - Manage the development and implementation of departmental goals, objectives, and priorities for each assigned service area; recommend and administer policies and procedures; establish, within OCSD policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly; assess and monitor workload, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes; plan, direct, and coordinate, through subordinate level staff, the Environmental Services Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems; select, train, motivate, and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures; negotiate labor contracts, and dispute resolutions; prepare and present reports on informational and action items to OCSD's Board of Directors; oversee and evaluate the performance of environmental and regulatory programs; and set goals and performance measures to conduct performance reviews of direct reports.
- **Executive Management** - Continual participation in leadership and management programs to provide positive, constructive leadership and management direction to staff and all levels of the organization; active engagement in the succession management initiative; and encouragement of staff development through appropriate activities.
- **Financial Management** - Oversee and participate in the development and administration of the department budget; approve the forecast of funds needed for staffing, equipment, materials, supplies, and expenditures; and implement budgetary adjustments as appropriate and necessary.
- **Compliance** - Represent OCSD with government agencies. Oversee, revitalize, organize and direct the air quality function responsible for compliance with federal and state air quality requirements; and participate in the development and implementation of technologies to reduce health risks to surrounding residents and businesses. Oversee pollution prevention activities (nonindustrial source control) including implementing programs designed to control the discharge from businesses and residences of harmful products such as pharmaceuticals; fats, oils and grease (FOG); and emerging pollutants of concern. Support effective biosolids reuse and water reclamation programs; oversee and participate in the development of related programs and completion of studies; evaluate and integrate study findings; and advocate more effective OCSD programs to policy makers. Direct staff and resources to monitor and improve regional, state, and federal regulations affecting water quality and other environmental issues.
- **Leadership** - Provide leadership and direction for the department's continuous improvement; represent the Environmental Services Department to other departments, OCSD's Board of Directors, citizen groups, service clubs, and outside agencies; coordinate assigned activities with other departments, outside agencies, and organizations; explain, justify, and defend department programs, policies, and activities; negotiate and resolve sensitive and controversial issues; participate on a variety of boards, commissions, and committees; provide technical expertise; attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of wastewater management, risk management, and environmental services; foster an atmosphere of productivity and harmony; and, respond to and resolve difficult and sensitive citizen inquiries and complaints.
- **OCSD Committee and Board Meetings** – Provide assistance to the General Manager and Assistant General Manager in preparing and presenting staff reports and other necessary correspondence relative to environmental services matters. Represent OCSD with the AQMD (Air Quality Management District) board and external relations.

THE IDEAL CANDIDATE

OCSD is regarded world-wide for being cutting-edge and innovative in wastewater management and resource recovery. OCSD values transparency and excellence in providing services to its customers. The ideal candidate will be an experienced executive who will thrive in this environment. The individual will have a proven track record in operational optimization, sound financial management, and customer satisfaction, embracing the highly visible position with outstanding leadership, strategic business planning, and organizational skills. This person will be able to multi-task, focus on the long-term goal, and lead the department towards fulfilling it. The individual will excel at articulating technical concepts in non-technical terms. The individual will stay abreast of best practices and apply those standards to the workplace under various conditions, including times of limited resources. The ideal candidate will be a team player who is collaborative and able to mentor and develop staff. The individual will work well with and establish an excellent rapport with OCSD's Board of Directors, staff, the community, regulatory agencies, internal/external customers, the AQMD, and other public agencies. The candidate will be a resilient and politically astute leader with a track record of making sound business decisions; an ethical person who does not compromise on business practices; and someone whom others trust. Lastly, this individual will enjoy being a partner to a high-performing executive management team, dedicated to the long-term vision and goals of OCSD.

TOP PRIORITIES OF THE NEW DIRECTOR WILL BE:

- **Board Relations** – Develop and establish credibility with OCSD's Board of Directors and provide well-drafted agenda reports solid and unbiased professional recommendations.
- **Workforce Planning and Development** – Recruit, develop, and retain a professional staff to meet the agency's mission and levels of service. Responsible for succession planning to ensure the development of staff for key positions.
- **Leadership** – Oversee the Environmental Services Department and assume full management responsibility for all programs and activities. Work with other local and regional agencies to identify or create improved business or environmental outcomes for the people we serve.
- **Compliance and Standards** – Ensure regulatory requirements are met to produce a high quality of wastewater for reclamation. Ensure OCSD facilities fulfill future capacity requirements and maintain facilities for optimal lifecycle. Ensure projects are properly and safely constructed and are California Environmental Quality Act-compliant.
- **Operational Efficiencies** – Look for and champion continuous improvements in business practices for the agency. Actively engage with department employees and lead the team towards strategic initiatives to achieve OCSD's overall goals.

EXPERIENCE AND EDUCATION

This position requires a bachelor's degree from a college or university accredited by the U.S. Department of Education with major coursework in environmental science, environmental engineering, or a related field; at least ten (10) years of progressively responsible experience in wastewater management, environmental science, or a related field, including three (3) years of management and administrative responsibility.

Certifications or relevant training/coursework recognized in the environmental compliance industry is desired, as well as experience working with a Board of Directors, regulatory agencies, and the public.

BENEFITS AND COMPENSATION

The annual salary range for this position is **\$190,188 - \$232,181**. Placement within this range will be dependent upon the qualifications of the successful candidate and OCSD policies.

Benefits include: holiday pay, medical, dental, vision and life insurance; long-term and short-term disability insurance; and employee assistance program. Additionally, the benefit package shall include an auto allowance, deferred compensation options, and executive disability insurance benefits.

All employees contribute to the Orange County Employees Retirement System (OCERS). Contributions are based on an OCERS actuarially-determined rate structure and age at time of employment; contributions are deducted on a pre-tax basis. The retirement benefit formula is 2.5% at age 67; however, employees with reciprocity may be eligible for the 2.43% at age 65 retirement formula (also known as "1.667% at 57.5").

For an overview of OCSD's benefits, please visit www.ocsd.com/about-us/jobs/employee-benefits.



HOW TO APPLY

Apply online at www.ocsd.com/jobs by
MONDAY, JANUARY 28, 2019.

For questions and inquiries, please contact:
Denise Martinez, Principal Human Resources Analyst
Telephone: (714) 593-7161
E-mail: dmartinez@ocsd.com

Stay Connected!

Follow us @ocsewers



An Equal Opportunity/ADA Employer