

Recruitment Announcement



DIRECTOR OF ENGINEERING

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 include one County Supervisor, 20 City Council members, two Sanitary District 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 800,000 people. In 2023, the system will be expanded to 130 million gallons per day, meeting the needs of over one million people. 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 Engineering Department is responsible for the planning and execution of OCSD's Capital Improvement Program (CIP) and the Asset Management Program. The Engineering Department is comprised of four divisions:

Planning – Creates a comprehensive CIP, including the technical and financial resources necessary for OCSD considering projected capacity requirements, conditions of current assets, projected regulatory and level of service changes, and research or business opportunities. This division takes an active role in the Asset Management Program at OCSD. The division is also responsible for water resources management, California Environmental Quality Act (CEQA) preparation and review, annexations, connection permitting, easements, and interagency agreements.

Project Management Office (PMO) – Manages the design and construction of new collection, treatment, and disposal facilities plus the rehabilitation of older facilities to ensure the safe, cost effective transport, and treatment of influent/effluent. This division is

responsible for the delivery of capital and large maintenance projects from the preliminary design stages through closeout of construction. The division provides standards, processes, and methodologies to improve project quality, cost, and timeliness. Ensures OCS D projects are designed to meet stakeholder needs, comply with applicable codes and standards, are safely constructed, and are fully inspected while minimizing impacts to operations, maintenance, local agencies, and the public.

Civil & Mechanical Engineering – Provides civil and mechanical engineering designs which are reliable, maintainable, and operable at optimum lifecycle costs in accordance with Engineering Standards and codes. Ensures that projects are properly and safely constructed and executed in accordance with the contract documents with minimal impact to operations, maintenance, local agencies, and the public.

Electrical & Control Systems Engineering – Provides electrical and control system designs which are reliable, maintainable, and operable at optimum lifecycle costs in accordance with Engineering Standards and codes. Ensures that projects are properly and safely constructed and executed in accordance with the contract documents with minimal impact to operations, maintenance, local agencies, and the public. Provides process control SCADA system hardware and software and data network for collections and treatment plan processes that are highly reliable, safe, secure, online, and available to monitor, record, control and operate our facilities.



THE POSITION

Under executive direction of the Assistant General Manager, the position: plans, directs, manages, and oversees the activities and operations of the Engineering Department, including performing the functions of the agency Engineer; long-term strategic planning; capital program development; project engineering design, construction management for major and minor projects; and, acts as OCS D's Engineer on all treatment plant, trunk sewer construction, and pump station projects. Provides highly responsible and complex administrative support to the General Manager and Assistant General Manager. The Director's duties include:

Administration – Manages the development and implementation of departmental goals, objectives, and priorities for the service area; recommends and administers policies and procedures; establishes, within OCS D policy, appropriate service and staffing levels; monitors

and evaluates the efficiency and effectiveness of service delivery methods and procedures; allocates resources accordingly; assesses and monitors workload, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement; directs and implements changes; plans, directs, and coordinates, through subordinate level staff, the Engineering Department's work plan; assigns projects and programmatic areas of responsibility; reviews and evaluates work methods and procedures; meets with key staff to identify and resolve problems; selects, trains, motivates, and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures; negotiates labor contracts and dispute resolutions; prepares and presents reports on informational and action items to OCS D's Board of Directors; oversees and evaluates the performance of engineering programs; and sets goals and performance measures to conduct performance reviews of direct reports.

Executive Management – Continually participates in leadership and management programs to provide positive, constructive leadership and management direction to staff and all levels of the organization; actively engages in succession management; and encourages staff development through appropriate activities.

Financial Management – Oversees and participates in the development and administration of the department budget; oversees CIP cash flow; approves the forecast of funds needed for staffing, equipment, materials, supplies, and expenditures; and implements budgetary adjustments, as appropriate and necessary.

Compliance – Represents OCS D with government agencies; and organizes and directs the engineering functions responsible for compliance with federal and state requirements.

Leadership – Provides leadership and direction for the department's continuous improvement; represents the Engineering Department to other departments, OCS D's Board of Directors, citizen groups, service organizations, and outside agencies; coordinates assigned activities with other departments, outside agencies, and organizations; explains, justifies, and defends department programs, policies, and activities; negotiates and resolves sensitive and controversial issues; participates on a variety of boards, commissions, and committees; provides technical expertise; attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of wastewater management, risk management, and engineering; fosters an atmosphere of productivity and harmony; and responds to and resolves difficult and sensitive citizen inquiries and complaints.

OCS D Committee and Board Meetings – Assists the General Manager and Assistant General Managers in preparing and presenting staff reports and other necessary correspondence relative to engineering matters.

THE IDEAL CANDIDATE

OCS D is regarded worldwide for being cutting-edge and innovative in wastewater management and resource recovery. OCS D 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, 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 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.

Leadership – Oversee the Engineering 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 civil, mechanical, sanitary or environmental engineering or a related field; at least twelve (12) years of progressively responsible experience in engineering, including four (4) years of management and administrative responsibility; and a valid professional engineering registration from the State of California.

Certifications or relevant training/coursework recognized in the engineering industry are 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 **\$199,817 - \$243,935**. 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 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 Thursday, January 17, 2019.

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

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