

Kings River
Conservation District

GENERAL MANAGER

Balanced water supply

Effective, efficient flood protection

Reliable power supply

Balanced environmental actions

KRCD is a leading resource management agency serving agriculture, business, and residential communities within 1.2 million acres spanning portions of Fresno, Kings and Tulare counties.



ABOUT KRCD

KINGS RIVER CONSERVATION DISTRICT

KRCD is a collaborative resource management agency serving agriculture, business, and residential communities within 1.2 million acres spanning portions of Fresno, Kings and Tulare counties.

With office headquarters in the heart of California's Central Valley, KRCD is a catalyst for tangible solutions in the Valley's adapting landscape. KRCD's knowledgeable, experienced, and reliable personnel assist with a broad range of resource-related programs. With responsibilities in flood control, hydroelectric power generation, improved water management and efficiency, environmental oversight, and groundwater management, KRCD's activities are diverse.

KRCD has been involved in water resource management since its inception in 1951. We take seriously our role for the Kings River region - preserving the natural beauty, habitat, and quality of life for future generations to enjoy. We promote efficient water use, collect valuable public data on groundwater conditions and land subsidence, and maintain river channels and levees for flood control purposes. And in an era with increasing need to carefully steward water resources for long-term viability of the region's economy and wellbeing, KRCD is involved in local water program implementation.

A trusted agency at the State and local level among cooperating agencies and diverse constituents, we work to coalesce regional leaders to break through the noise of confusing legislative burdens and bureaucracies, and act as the go-between for people directly impacted by policy decisions.

Beyond water resources, KRCD is dedicated to improving the reliability and stability of the electrical system in the central San Joaquin Valley. We own and operate the Jeff L. Taylor Pine Flat Power Plant, providing clean and renewable hydroelectric energy to the grid.

Understanding the need for balanced resources management, KRCD has over many years conducted numerous fishery and wildlife projects on the Kings River's banks and in the watershed. Environmental issues underscore resource management - that is why we commit dollars and staff to manage the Kings River Fisheries Management Program, a cooperative focused on enhancing the lower Kings River health and habitat.



THE REGION

This region is well known for its proximity to Yosemite, Kings Canyon and Sequoia National parks as well as the San Francisco Bay Area and Southern California. The nearby Sierra Nevada Mountains offer numerous recreational opportunities such as sailing, snow and water skiing, fishing, hiking, and backpacking.

Fresno is the site of the regional headquarters for a variety of industries and businesses in the heartland of the state. Fresno averages over \$2.9 billion annually in the production of more than 220 different commercial crops, livestock and poultry. It is easy to understand why this region is known as, "America's Bread Basket."

An added benefit of living within the Kings River Conservation District region is that excellent urban, suburban, rural foothill and mountain housing options are available at price levels significantly lower than other metropolitan areas of California.



GENERAL MANAGER

DEFINITION

Under the policy direction of the Board of Directors, responsible for providing the administrative vision to ensure that the District not only addresses the varied and crucial challenges of the present, but also prepares it for the opportunities it will face in the future; plans, organizes, develops, and implements comprehensive management actions to achieve the policy and program objectives established by the Board.

SALARY RANGE:

\$205,000- \$220,000 DOQ

TIMEFRAME:

Friday, April 30, 2021

DUTIES AND RESPONSIBILITIES

ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE THE FOLLOWING:

- Implement Board policy
- Provide strategic leadership and effective direction, operation and control of the District's electrical generation, flood control, water quality, groundwater management, environmental, financial, administrative, and other resource management activities
- Work with federal, state and local governing bodies to ensure that the legislative and regulatory needs of the District are addressed
- Work with all stakeholder groups in addressing complex and sensitive issues relating to the generation of electricity and water resources management
- Develop and implement long-range objectives consistent with the mission of the District and update annually
- Understand and oversee the management of flood projects
- Manage the development of large projects
- Review and propose annual budget, ensuring that accounting and expenditures of District funds are performed in accordance with the direction of the Board and applicable local, state, and federal laws
- Represent the District in various local, state, and national forums
- Serve as Secretary to the Board of Directors
- Other duties as assigned



EMPLOYMENT STANDARDS

KNOWLEDGE OF:

- Organization and management of a public or private entity
- Principles and practices of administration, public utility, and water laws and regulations
- Political process at the federal, state, and local level
- Principles and practices of organization, administration, budget and personnel management

ABILITY TO:

- Maintain an active relationship with local, state and federal agencies and elected policy makers to secure the District's interests
- Delegate major responsibilities and establish accountability for achieving results
- Communicate effectively, orally and in writing, with the Board of Directors and all levels of employees
- Develop, foster, and maintain cooperative working relationships between all District employees

CHARACTERISTICS AND COMPETENCIES

- A solid leader and role model with a positive presence, demonstrates initiative, is action-oriented, exercises good judgment, treats others with respect, and is open and approachable
- An active problem solver who anticipates and responds to problems in a timely manner, develops alternative solutions, and is able to bring resolution to issues quickly, involving others as needed, a collaborator
- A relationship builder who cultivates productive relationships with the Board, Executive Team, elected officials, employees, organized labor, external agencies, and the public
- A leader who builds trust through honesty and integrity

THE IDEAL CANDIDATE

The ideal candidate will have extensive experience and knowledge in the organization and management of a public or private entity; principles and practices of administration, public utility, water laws and regulations, as well as budget oversight and effective leadership of staff. The successful candidate will understand the political process at the federal, state, and local level; have the proven ability to develop and maintain active business relationships with local, state and federal agencies and elected policy makers as well as private industry, to secure the District's interests; delegate major responsibilities and establish accountability for achieving results; communicate effectively, orally and in writing, with the Board of Directors and all levels of employees; and develop, foster, and maintain cooperative working relationships between all District employees.



EDUCATION AND EXPERIENCE

Any combination of education and experience that will provide the necessary knowledge and abilities will be considered acceptable.

A typical way to obtain the knowledge and abilities would be:

EDUCATION: Equivalent of graduation from a four-year college with a Bachelor's degree in Civil Engineering, Business Administration, Public Administration or a related field

EXPERIENCE: Ten (10) years increasingly responsible professional managerial experience in a large public or private entity, with six years in a supervisory capacity; experience relating to the planning, development and/or operation of hydroelectric power, water systems and water resources management

Must maintain a valid vehicle operator's license.

Exempt Position: Executive Exemption

PROJECTS AND OPPORTUNITIES

- Coalesce support at the local and State level around a regional strategy for projects and programs that support implementation of the Sustainable Groundwater Management Act.
- Investigate potential power generation expansion to increase electrical reliability to KRCD's constituents and the region.
- Analyze CV-SALTS program elements to ensure implementation is efficient and cost-effective while working at the State level to reduce the impacts of water quality regulations on landowners in the service area.



TYPICAL PHYSICAL ACTIVITIES/CONDITIONS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Travels frequently by motor vehicle conducting District business
- May stand or sit for extended time periods
- Communicates orally with District Directors, staff, and the public in face-to-face settings
- Regularly uses telephone for communication
- Uses office equipment such as computer terminals, copiers, and FAX machines
- Hearing and vision within normal ranges

APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of work-related references. Resume should reflect years and months of employment, beginning/ending dates, relevant work experience as well as the size of staff and budgets you have managed. The final filing date is FRIDAY, APRIL 30, 2021. To be considered, please forward your materials to hrchief@krcd.org.

Attn: Human Resources
Kings River Conservation District
4886 E. Jensen Ave.
Fresno, CA 93725
E-mail: hrchief@krcd.org
Website: www.krcd.org/jobopenings

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews. A final interview process may be scheduled for selected candidates along with extensive reference and background checks.



SUMMARY OF BENEFITS

- MEDICAL, DENTAL, VISION INSURANCE

Medical: District pays 100% of the premium for employee, 50% of the premium for eligible dependents

Dental: District pays 100% of the premium for employee and eligible dependents

Vision: District pays 100% of the premium for employee and dependents

- EMPLOYEE ASSISTANCE PROGRAM

District pays 100% of the premium for employee and eligible dependents

- RETIREMENT PLANS

Pension plan or 457 deferred compensation plan available

District contributes up to **9% match** of gross salary

- PAID VACATION, SICK LEAVE

- 11 PAID HOLIDAYS

- BEREAVEMENT LEAVE, JURY DUTY, & OTHERS

OUR CORE VALUES

- Excellence – Achieve a superior level of professionalism, leadership, management, teamwork, safety and employee growth and development.
- Innovation – Create new pathways to solutions that are functional, practical, politically and economically feasible, scientifically sound, and environmentally sensitive.
- Integrity – Treat everyone with honesty, respect, and sincerity.

**Ready to join our team of dedicated and talented individuals?
Submit your resume and cover letter to hrchief@krcd.org**

