



CALIFORNIA

# Water Boards

STATE WATER RESOURCES CONTROL BOARD  
REGIONAL WATER QUALITY CONTROL BOARDS



California Central Coast Regional  
Water Quality Control Board

EXECUTIVE OFFICER



## THE BOARD

One of nine Regional Water Quality Control Boards in California, the Central Coast Water Board ('Regional Board') has jurisdiction over a 300-mile long by 40-mile wide section of the State's central coast. Its geographic area encompasses all of Santa Cruz, San Benito, Monterey, San Luis Obispo, and Santa Barbara Counties, as well as the southern one-third of Santa Clara County, and small portions of San Mateo, Kern, and Ventura Counties. Included in the region are urban areas such as the Monterey Peninsula and the Santa Barbara coastal plain; prime agricultural lands of the Salinas, Santa Maria, and Lompoc Valleys; National Forest lands, extremely wet areas like the Santa Cruz mountains; and arid areas like the Carrizo Plain.

The Regional Board, along with the State Water Resources Control Board, plays a critical role in the state's health by protecting and improving the water quality of the region's aquifers, rivers, creeks, lakes, and the ocean. The seven member Board is appointed by the Governor. Regional boundaries are based on watersheds and water quality requirements are based on the unique differences in climate, topography, geology and hydrology for each watershed. Each Regional Board makes critical water quality decisions for its region, including setting standards, issuing waste discharge requirements, determining compliance with those requirements, and taking appropriate enforcement actions.

## VISION

The Regional Board is moving in a fundamentally new strategic direction, based upon a Vision of Healthy Watersheds. Healthy Watersheds function well ecologically and are sustainable. They support healthy, diverse aquatic habitat, have healthy riparian areas and corridors with sufficient vegetative buffer area to minimize land pollutant runoff into surface waters, sufficient cover and canopy to maintain healthy habitat, and have near natural levels of sediment transport. Surface waters meet water quality objectives, and sediments are sufficiently low in pollutants to

provide for healthy habitat. Groundwaters are near natural levels in quantity and quality, for water supply purposes and for base flow for sustaining creek habitat and migratory fish routes. A Healthy Watershed sustains these characteristics through measures that ensure the dynamics that provide these healthy factors and functions are protected. For example, watersheds must be protected, through low impact development or other forms of protection, from hydromodification that adversely affects recharge areas' function or creeks' bed or bank stability. Creek buffer/riparian areas must be protected from land disturbance activities. Healthy sustainable watersheds use less energy for imported water; have fewer greenhouse gas emissions, and a lesser carbon footprint than unhealthy watersheds. The Regional Board's goal of Healthy Watersheds is compatible, supportive, and in coordination with the larger issue (beyond water quality) of sustainability and the State's Global Warming Solutions Act.

## Measurable Goals

**Healthy Aquatic Habitat** – By 2025, 80 percent of Aquatic Habitat is healthy, and the remaining 20 percent exhibits positive trends in key parameters.

**Proper Land Management** – By 2025, 80 percent of lands within an watershed will be managed to maintain proper watershed functions, and the remaining 20 percent will exhibit positive trends in key watershed parameters.

**Clean Groundwater** – By 2025, 80 percent of groundwater will be clean, and the remaining 20 percent will exhibit positive trends in key parameters.

<http://www.swrcp.ca.gov/rwqcb3/>

## THE POSITION

Located in San Luis Obispo, and performing under the general direction of the Regional Board, the Executive Officer formulates and implements the water quality control program for the Central Coast Region to assure that the water of the State, contained within the Region, is maintained at the highest quality possible consistent with the maximum benefit to the people and natural habitat; and to coordinate the





activities of the Regional Board to achieve a unified and effective water quality control program in the State. The Executive Officer serves at the pleasure of the Regional Board and is supported by a committed and technically astute staff of approximately 65 that includes engineers, geologists, environmental scientists and administrative support staff.

#### **Duties include:**

- Prepares policy statements, regulations or resolutions for action by the Regional Board, involving water quality control and water pollution control, waste discharge requirements, enforcement proceedings, long-range plans for water quality and water pollution control and watershed health, and requirements for users of recycled wastewater.
- Performs all tasks that have been delegated by the Regional Board and is responsible for management of the water quality control program of the Central Coast Region.
- Responsible for implementation of Regional Board's policies and direction, for all staff-level decisions regarding regional water quality issues.
- Acts as the Regional Board's technical and policy advisor on adjudicatory matter and enforcement activities.
- Represents the Regional Board in meetings with local government agencies, the public within the region, other governmental agencies and the legislature.
- Coordinates the interests and common goals of federal, state and local agencies and political subdivisions of the State on issues relating to water quality, water degradation and water pollution within the region.
- Responsible for review and approval of final staff work products.
- Supervises preparation of Regional Board meeting agendas and briefs the Board Chair and other Members on critical issues.
- Supervises and delegates tasks to an Assistant Executive Officer, Executive Assistant and staff.

- Responsible for the direct supervision of both professional and clerical staff and works to expand employee and organizational skills to provide consistently high quality, responsible customer service and compliance assistance through guidance and formal training.
- Responsible for final staff decisions concerning personnel matters and acts as reviewing officer on performance appraisals and grievances.

### **THE IDEAL CANDIDATE**

The Regional Board encourages applicants representing a wide range of disciplines to apply. The successful candidate must be able to develop creative, sustainable solutions to complex water quality problems.

#### **Desirable Qualifications:**

- Knowledge of the federal and state laws regulating water quality (particularly knowledge of the Porter-Cologne Water Quality Control Act and Clean Water Act)
- Demonstrated ability to collaborate with stakeholders including the agricultural community
- Proven ability to synthesize complex scientific and public policy issues and make sound policy recommendations
- Excellent interpersonal skills and pleasant demeanor; unflappable and diplomatic
- Sound judgment and a proven problem solver
- Strong leadership skills including setting performance standards and evaluating performance
- Skilled negotiator and personnel manager
- Ability to carry out regulatory programs including enforcement actions where appropriate
- Supervisory and/or leadership experience of professional staff involving the direction, preparation and implementation of policies and programs
- Familiarity with water reclamation/recycling issues
- Knowledge of surface and groundwater hydrology





## EDUCATION/EXPERIENCE

**A**t least eight years of broad, responsible, professional experiences in one or more of the following: public administration, water quality program management; environmental sciences or management; environmental, civil, or sanitary engineering, or related fields. At least three years of required experience must have included direct supervisory responsibility, or equivalent, for a professional staff involving the direction, preparation and implementation of policies and programs in these fields. A bachelor's degree in public administration, environmental, civil, chemical or sanitary engineering, environmental law, biological or physical sciences or related fields is expected and a Master's degree is desirable.

## COMPENSATION AND BENEFITS

**T**he approved salary range for this position is **\$117,672 - \$127,236**. As an employee of the State of California, the Executive Officer also receives a comprehensive benefit plan including, but not limited to:

- Health
- Vision
- Dental
- Basic Group Life Insurance
- Long Term Disability Insurance
- Group Legal Services
- Defined Benefit Retirement Plan
- 401 (k) Plan and 457 Deferred Compensation Plan
- Leave Benefit Program
- State or Non-industrial Disability Insurance

## APPLICATION PROCESS

**T**he final filing date is **Friday, May 17, 2013**. To be considered, submit a cover letter, list of six work-related references (who will **not** be contacted without prior notice), indication of current salary and a resume that reflects the size of staff and budgets you have managed. Your resume should indicate both months and years of beginning/ending dates of positions held. Submit the requested materials to:

CPS HR  CONSULTING

Pam Derby  
CPS HR Consulting  
241 Lathrop Way  
Sacramento, California 95815  
Phone: (916) 263-1401  
Fax: (916) 561-7205  
Email: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Web-site: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to a preliminary screening interview conducted by the consultant immediately following the final filing date. Thorough reference and background checks will then be conducted on top finalists who will participate in a final interview process with the Regional Board at the end of May.

