



Delta Stewardship Council

Executive Officer Recruitment

Californians have battled for decades over the use of water, and the impacts of water development on the environment. The Delta has always been near the center of this conflict, which continues today. The Delta Stewardship Council was created in 2009 to help move California's water and environmental policy forward, and to achieve the state mandated coequal goals:

Coequal goals' means the two goals of providing a more reliable water supply for California and protecting, restoring, and enhancing the Delta ecosystem. The coequal goals shall be achieved in a manner that protects and enhances the unique cultural, recreational, natural resource, and agricultural values of the Delta as an evolving place.

CA Water Code §85054

The Council has the duty of giving policy direction to state and local agencies, backed by regulatory authority over significant projects in the Delta. Acknowledging the role of the Delta ecosystem as equal to that of human water use is a fundamental change in state law.

The Council's Executive Officer will lead the effort to achieve the coequal goals through the Delta Plan, enforce those elements that are mandatory, and establish and maintain a collaborative process with interested parties. All this must occur in an environment which, if history is a guide, will be litigious and politically and emotionally charged.



UNIQUE OPPORTUNITY

The Delta Stewardship Council is seeking a dynamic professional Executive Officer to provide vision and leadership to an evolving and forward-thinking independent state agency. We are looking for someone who possesses not only the appropriate background, but a passion for finding balance in managing the state's water resources and protecting its environmental resources. The Council is dedicated to achieving those coequal goals in a manner that preserves and enhances the unique characteristics of California's Delta region.

THE DELTA & CALIFORNIA WATER

In California, sustainable management of the Delta is an exceedingly complex topic, fraught with longstanding conflicts and challenges. The Delta and Suisun Marsh ecosystem is the largest estuary on the West Coast and a critical stopping point on the Pacific flyway. It is also the hub of the state's major water supply systems. But the Delta today is failing to balance the tradeoffs inherent in these functions, as well as to provide a place to live, work and play for residents and visitors alike.

Today the Delta is neither meeting the needs of farmers and urban water users who want certainty of supply and – in some cases – additional water from the Delta, nor of fish and wildlife – some threatened or endangered species numbers remain perilously low. And the Delta itself remains an inherently flood-prone and in many cases inadequately protected area.

ABOUT THE COUNCIL

The Delta Stewardship Council is a small independent state agency, created by the Sacramento-San Joaquin Delta Reform Act of 2009. The Act was part of a major package of legislation

that includes bonds for the water and ecosystem, mandatory urban water conservation, groundwater level monitoring, new fees for water rights violation, and a major change in governance. A seven-member Council governs the agency, four appointed by the Governor, one each by the Senate and Assembly and one member is Chair of the Delta Protection Commission.

The Delta Reform Act requires the Council to prepare, adopt, and begin implementation of a Delta Plan, a comprehensive, long-term management plan for the Delta, and one that furthers the coequal goals of a more reliable water supply for California, and a protected, restored and enhanced Delta ecosystem. This plan will guide all state and local agencies, and specified actions will be mandatory. The Council will oversee a multiagency committee, composed of agencies tasked with implementing the plan. Use of the best available science is required.

The Delta Science Program is 13 years old, internationally respected, and now a part of the Council's activities. The Council also appoints an Independent Science Board, responsible for oversight of research, monitoring and assessment programs relating to the Delta.

Additionally the Council has responsibility for reviewing and commenting on environmental documents and Delta-related programs and plans. Key among the Council's responsibilities is ensuring accountability and managing performance of all implementing agencies.

To read about the entire legislative bill package, look here:

http://deltacouncil.ca.gov/sites/default/files/documents/files/2009_Water_Bill_Package.pdf. To review

the provisions of the Delta Reform Act, including early drafts and analyses, look here:

http://www.leginfo.ca.gov/cgi-bin/postquery?bill_number=sbx7_1&sess=PREV



ABOUT THE POSITION

The Executive Officer is appointed by the Council and exempt from state civil service. The Executive Officer is responsible for the planning, organizing, and administering functions of the organization, as directed by the Council. In addition to a full-time chair, the Council's 50-member staff includes executives, planners, engineers, scientists, analysts, attorneys, and administrative and clerical support personnel, and multiple contractors. The Council has an overall budget of \$21 million for 2012-13 FY. This vacancy is due to the retirement of the current Executive Officer.

The responsibilities of the Executive Officer include, but are not limited to:

- Inspiring and providing visionary and tactical leadership for the evolving work of the Council.
- Pulling together the Delta Plan Implementation Committee.
- Providing strategic direction to the Council in addressing emerging issues, and assisting the Council in developing policy direction to staff.
- Providing support, advice and recommendations to the Council projects and budget priorities.
- Recommending appropriate funding to the Council consistent with state budget policies and funding requirements. The Executive Officer will be responsible for administering all funds in accordance with established business, accounting and transparency methods.
- Making recommendations to the Council on state and federal legislation.
- Providing expert testimony to the Executive and Legislative branches regarding Delta issues and the Council's policies.
- Collaborating with a variety of stakeholders, including Council members, Council staff, the Governor's office, and the state Legislature; local, regional, state and federal officials; and business, environmental and other interested organizations and the public.
- Directing the Council's internal operations through executive and senior management teams and other subordinate managers and supervisors.

THE IDEAL CANDIDATE

The Executive Officer is a dynamic professional who will provide vision and leadership to an evolving and forward-thinking new independent state agency. This position requires someone who is attracted to, and skilled in resolving, complex and contentious policy and political battles. A broad knowledge of water policy is desirable, but not essential.

Other characteristics noted as desirable include:

- A demonstrated track record of consistently delivering work on schedule, and in a professional manner
- Experience working with a governing board
- Ability to handle difficult policy questions and continual interest group pressure
- Ability to balance the regulatory and non-regulatory functions of the Council and understand the relationship between state, federal, and local government agencies
- Ability to effectively deal with political pressure, stakeholder concerns and conflicting goals and priorities
- Excellent written and verbal communication skills
- Self-confidence, but with an ability to appropriately handle conflict
- Ability to appreciate points of view and then articulate an appropriate path forward
- Ability to hit the ground running and quickly establish trust and credibility with divergent Delta stakeholders
- A sense of urgency and the ability to set, meet and implement aggressive deadlines – productivity and efficiency is paramount – a good manager in addition to leadership capabilities
- Strong interpersonal skills

A minimum of 10 years relevant work experience in areas such as water policy, land use policy and permitting, environmental review requirements and/or other regulatory processes. At least four (4) years experience in a senior managerial role; experience working with local government or the state legislature and a Bachelor's degree are expected. A Master's degree is desired.



COMPENSATION & BENEFITS

Compensation for the Executive Officer is approximately \$130,000 depending on qualifications. As an employee of the State of California, the Executive Officer also receives a comprehensive benefit plan including, but not limited to:

- Retirement – California Public Employees Retirement System (PERS) 2% at 55 Plan; employee contribution required.
- Insurance – Health, dental, vision and life insurance programs provided. Employee contributions may be required depending on programs selected.
- Leave Allowance – vacation and sick leave benefits provided. The Council observes 11 state holidays.

Additional information about benefits can be viewed at

<http://www.dpa.ca.gov/benefits/index.htm>.

EXEMPT POSITION

This position reports to the Council and is considered to be an “Exempt Position”. Eligibility to apply for exempt positions is open to any individual who meets the minimum qualifications stated in this brochure. Exempt positions are not covered by civil service laws and rules and therefore are not subject to civil service requirements. You do not have to be a current or prior state employee to apply.

RECRUITMENT PROCESS & SCHEDULE

To be considered for this position, please submit a cover letter, resume (indicating size of staff and budgets managed, dates of employment) including current salary, and the names of six work-related references, by **Friday, July 27th** to:

Pam Derby
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel: 916 / 263-1401
Fax: 916 / 561-7205

Email: resumes@cps.ca.gov

CPS website: www.cps.ca.gov/search

Delta Council website: www.deltacouncil.ca.gov

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 given preliminary interviews by the consultants. It is anticipated that interviews with finalists will occur in late August and early September and that an appointment will be announced following final interviews and extensive reference and background checks.

Equal employment opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation. It is an objective of the State of California to achieve a drug-free workplace. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the laws of the state, the rules governing civil service, and the special trust placed in civil servants.