



THE
SACRAMENTO-
SAN JOAQUIN
DELTA
CONSERVANCY
IS SEEKING
AN
EXECUTIVE
OFFICER

UNIQUE OPPORTUNITY

This is an opportunity to lead a newly established organization in the implementation of efforts that advance environmental protection and economic well being of Delta residents.

THE CONSERVANCY

The Sacramento-San Joaquin Delta Conservancy is a California state agency within the California Natural Resources Agency and is based in West Sacramento. It was activated by the Legislature in 2009 (Chapter 5, Statutes of 2009) with co-equal goals of environmental protection and economic well being of Delta residents.

Additional Conservancy efforts include, but are not limited to: protecting and enhancing habitat and habitat restoration; protecting and preserving Delta agriculture and working landscapes; providing increased opportunities for tourism and recreation; and promoting Delta legacy communities.

At 1,300 square miles, the Delta is the largest estuary on the west coast of North and South America. Its rivers and labyrinths of sloughs and channels are home to 750 species of plants and wildlife as well as 55 species of fish, and are part of the Pacific Flyway. The Delta contains more than 500,000 acres of agricultural land, and farmers who are creative and use innovative agriculture practices.

For more information,
please visit their web site at
<http://www.deltaconservancy.ca.gov/>

The Conservancy's governing board consists of 11 voting members and 12 non-voting members. Voting members include the secretary of the California Natural Resources Agency; the director of California Department of Finance; one member each from the five Delta counties boards of supervisors: Contra Costa, Sacramento, San Joaquin, Solano, and Yolo; two members appointed by the governor: and one public member appointed by the Senate and one by the Assembly. The non-voting members represent various governmental agencies and local non-profit organizations with Delta-related jurisdictions, activities, and projects.

The Conservancy will ultimately maintain a staff of 7 (including the Executive Officer) and will include multiple contractors. The proposed budget is approximately \$1.3M; based on the fund development efforts of the new Executive Officer the total budget amount could expand to approximately \$1-2 billion within the next 1-2 years. The Conservancy can pursue funding from other various sources, including federal, state, local funds, grants and additional public and private sources.

THE POSITION

The Executive Officer is responsible for the planning, organizing and administering the functions of the newly established Conservancy, as directed by the Board. This responsibility includes, but is not limited to:

- Providing information, support, and expert policy advice and recommendations to the Board regarding ecosystem restoration and economic sustainability programs, projects and budget priorities and decisions in the Delta
- Assisting the Board in the development and implementation of a strategic plan; upon completion of a strategic plan, the Executive Officer will be responsible to recommend and administer program guidelines and project criteria
- Recommending appropriate funding to the Board in accordance with the strategic plan. The Executive Officer is responsible for administering all funds received by the Conservancy to meet its goals in accordance with established business, accounting and transparency methods
- Assisting the Conservancy Board to implement existing Delta ecosystem restoration and economic sustainability policies, as directed by the Board
- Making recommendations to the Board, where appropriate, on proposed legislation that may affect the Conservancy, including amendments to the Conservancy's enabling legislation
- Providing expert testimony, as directed by the board, to the Executive and Legislative branches regarding Delta issues and the Conservancy's goals and related topics as they arise

- Appointing and hiring staff as necessary to administer the affairs of the Conservancy; organizing Conservancy staff in a manner best suited to administer the affairs of the organization and achieve its objectives

The Executive Officer's staff consists of two Program Managers, one Executive Assistant, an Environmental Scientist and two Associate Governmental Program Analysts. It is anticipated that the staffing will increase over time.

CURRENT ISSUES AND PRIORITIES

Three of the many current issues and priorities facing the Conservancy that will require leadership from the Executive Officer are:

Relationships with Government and Local Stakeholders – The Conservancy operates in close coordination with the California Natural Resources Agency and other entities within the executive and legislative branches of the State, based in Sacramento. Maintaining a high level of communication with these entities, with respect to coordinating programs, securing ongoing funding, implementing current projects, addressing legislative concerns, and responding to inquiries in a timely and effective manner, are important responsibilities for the Executive Officer. In addition, the Conservancy's work may affect local land use, water rights, economic sustainability, agriculture, local habitat projects and flood control. It is essential that the Executive Officer demonstrate the ability to work effectively with local government and local stakeholders.

Work with Board and Local Stakeholders to Develop a Strategic Plan – Within two years of hiring an Executive Officer, the board shall prepare and adopt a strategic plan to achieve the goals of the conservancy.

Secure Funds to Support the Goals of the Conservancy – The initial \$1.3M budget is to start up the Conservancy. Fund development through government and private sources will be crucial to achieve the Conservancy's mandated goals.

THE IDEAL CANDIDATE

The ideal candidate is a highly motivated, entrepreneurial, and creative leader who is familiar with conservancy programs, the related processes involved, and local land use issues. The successful candidate will be a seasoned executive who possesses a comprehensive knowledge of Delta programs, policies and issues and has a solid understanding of environmental regulatory requirements such as

NEPA, CEQA, and ESA. The ideal candidate will possess the strategic understanding, relationship skills, and political astuteness to implement the Board's vision.

Particularly desirable are: the ability to maintain an effective staff and to build strategic partnerships and maintain relationships with state, federal, and local agencies and non-governmental organizations. Additional attributes include the ability to work with a large diverse board in a respectful manner while being innovative and broad in thinking. Grants experience is preferable.

Competencies and Personal Characteristics

In addition to the above, the ideal candidate will:

- have the ability to discern the willingness, capability, capacity, and motivation of partner organizations in implementing joint programs and projects
- possess a strong sense of integrity and personal and professional ethics
- be an able problem-solver and team builder
- be a strong and decisive leader, who knows when to act, while recognizing the responsibility to follow the policy established by the Board
- be a good listener and mentor, who is encouraging and kind and who responds to the concerns of staff and others
- be an effective communicator, both orally and in writing
- be collaborative; a facilitator of consensus

- be politically aware and sensitive
- be calm under pressure and possess a good sense of humor

COMPENSATION AND BENEFITS

The current monthly salary range for the Executive Officer is \$9,018 - \$9,939. The appointee will be offered a specific salary from within this range based on his/her 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
- 13 holidays observed

Additional information about benefits available can be viewed at <http://www.dpa.ca.gov/benefits/index.htm>

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this position, please submit a resume and cover letter, including current salary and the names of three work-related references, directly to:



Executive Search

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

Email: resumes@cps.ca.gov
CPS web site: www.cps.ca.gov/search

The filing date for this position is Friday, October 1, 2010.

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 consultant in early-mid October. The Conservancy will invite approximately 6-8 candidates to participate in interviews in early November; the Conservancy's Board will conduct a final interview early December. An offer of appointment is anticipated by early to mid December following full reference and background checks.