



**Encina Wastewater
Authority**

invites your interest in the
position of

DIRECTOR OF ENGINEERING

\$199,124 - \$258,857 ANNUALLY



ABOUT US WHO WE ARE

The Encina Wastewater Authority (Encina) is a public joint powers authority located in North San Diego County. Founded in 1961, Encina provides regulated and wastewater treatment services to approximately 380,000 residents and industrial users in a 123-square mile service area. Encina accomplishes this through the operation, maintenance, and administration of the Encina Water Pollution Control Facility (EWPCF) on behalf of its six (6) Member Agencies: The City of Carlsbad, The City of Vista, Buena Sanitation District, Vallecitos Water District, The City of Encinitas, and Leucadia Wastewater District.

Encina is a model of excellence and innovation. Encina has received over 40 awards for organizational excellence and innovation over the past decade. This reflects the competence of Encina's highly qualified, trained, and certified workforce.

Encina has long been a leader in the wastewater industry while still remaining within the industry standards for cost of service. Encina was one of the first in the nation to adopt a cogeneration model back in the 1980's, one of the first in the state and nation to adopt a heat dryer model, and one of the first in the nation to use beer waste as a power generation source in 2017. Because of Encina's unique approach within the industry, it provides exceptional value for its member agencies and ratepayers.

OUR CORE VALUES

We are guided in our daily decision making by these core values:



Safety



Teamwork



Integrity



Responsibility



Respect



WE STRIVE TO BE AN EMPLOYER OF CHOICE

We are committed to excellence, and our employees demonstrate this by delivering high standards of performance.

"Together, we are a model of excellence and innovation" isn't just a tagline at Encina - it's the commitment we've made to each other and to the communities we serve. We strive to honor our core values of safety, teamwork, integrity, responsibility, and respect to ensure a positive, collaborative, and supportive work environment for all employees.



The Authority's Capital Program remains very active with over 100 existing and proposed projects totaling almost \$34 million in appropriations. Capital Improvement Projects are established in the categories as listed here, with examples of current projects provided.

POSITION & IDEAL CANDIDATE

The Director of Engineering is instrumental in ensuring Encina continues its mission to provide long-term solutions to infrastructure challenges that provide lasting value for our community, and protect public and environmental health for generations to come.

The individual hired for this position will perform a variety of highly complex and specialized professional technical activities associated with the execution of Encina short and long-term infrastructure plans for facilities and systems. The Director of Engineering will be responsible for developing, executing, and monitoring the implementation of Encina's Capital Improvement Projects, which includes preparing requests for proposals, meeting with outside agencies, directing the work of professional engineering consultants, managing contracts and budget requests, and making presentations to the Board and other Committees.

In addition to being an experienced professional and dedicated public servant, our ideal candidate will have uncompromising ethics and values, possess excellent interpersonal, communication, and written skills, and have credible and confident presentation skills. The Director of Engineering will also have a demonstrated ability to successfully manage high-profile capital projects, including developing accurate project timelines and cost estimates and keeping projects within approved budgets. The ability to demonstrate diplomacy while appreciating the different goals and objectives of key stakeholders and finding creative solutions to challenging issues or projects is critical.

For a more extensive list of duties, please see the job description on Encina's website. For additional information on strategic initiatives, please see the 2025 Tactical Plan and the Fiscal Year 2025-26 budget.



1 EWPCF - CAPITAL IMPROVEMENTS

This group of projects constitutes the bulk of the CIP effort.

Some large projects include Digester Rehabilitation and Improvements, DAFT Repairs, Primary Sedimentation Basins Rehabilitation, Odor Control Improvements, Secondary and Effluent Electrical and Controls Improvements, Alternative Fuels Receiving Facility Improvements, and Cogeneration Low-Emission Augmentation and Retrofit.



2 EWPCF - PLANNED ASSET REHABILITATION & REPLACEMENT

These projects extend the useful life of existing facilities and require a significant amount of time from staff. These projects are typically completed within a fiscal year and include work such as cogeneration engine repairs, pump rebuilds, and valve replacements. The Director of Engineering working with the Technical Services team will provide technical assistance for the implementation of these efforts.



3 EWPCF - CAPITAL ACQUISITIONS

This category includes the purchase of new items and minor facility projects that maintain the capacity and useful life of existing facilities. Equipment typically purchased in this category includes items such as vehicles, motors, hand held valve actuators, and refrigerated samplers. The Director of Engineering will assist with the specification and selection of equipment and provide additional support to Technical Services if necessary.



4 REMOTE FACILITIES - ACQUISITIONS & REHABILITATION

On behalf of Encina's Member Agencies, four large pump stations and one water recycling facility are operated and maintained by staff. The Director of Engineering will provide oversight of high-value, complex project implementation. Work completed at the remote facilities includes things like grinder rebuilds, electrical work, and coatings/paint work.



5 LONG-TERM CAPITAL IMPROVEMENT PLAN

Long term CIP efforts include the revitalization of 3 existing digesters, replacement of the heat dryer system, upgrading of the plant blowers, improvements to the aeration basins channel mixing, potential nutrient removal systems and general plant rehabilitation totaling over \$400M in the next 10 years.

ENCINA'S CAPITAL FUTURE

Despite a history of strategic planning, capital costs have increased rapidly over the past 3 years to unexpected levels driven by the global volatility discussed in previous budgets. Encina's 2040 Master Plan provided direction related to addressing some, but not all, of the changing environment Encina is facing. The FY 2025-26 Capital Budget reflects pressures from several directions including aging infrastructure renewal, solids management capacity due to growth, and regulations. However, it also reflects the opportunity to adapt to a new paradigm.

AGING INFRASTRUCTURE RENEWAL

Facility age and a uniquely corrosive environment, given Encina's coastal location and nature of the resources Encina manages, are putting significant pressure on infrastructure renewal. The original treatment plant was constructed in 1963 and Phase I and II following in 1971 and 1975 respectively. The first three phases were built between 49 and 59 years ago. Phase III and IV were built in 1988 and 1992, respectively; over 30 years ago. Phase V, the most recent comprehensive expansion, was built in 2006. Over the next 10 years, plant rehabilitation to maintain core services is expected to have a cost order of magnitude of ~\$145 million, in 2025 dollars.

SOLIDS MANAGEMENT CAPACITY DUE TO GROWTH

Growth within the Member Agencies' service area is also putting significant pressure on Encina's solids management capacity. About 63% of the overall 43.31 million gallons per day of solids capacity is currently used which creates three challenges: capacity challenges, buffering capability challenges, spare capacity challenges. Over the next 6 years, improvements to Encina's Digester 1,2, and 3 to increase capacity are expected to have a cost order magnitude of ~\$40 million, in 2025 dollars.

REGULATORY ENVIRONMENT

More stringent regulations continue to put significant pressure on Encina. Air quality regulations and nutrient limits are the two most significant regulations on the horizon. Encina is currently in the process of finalizing Phase I and reaching a guaranteed maximum price (GMP) for the Cogeneration Low-Emission Augmentation and Retrofit (CLEAR) Project. This project seeks to maximize the use of Encina's energy resources for beneficial use and to meet air quality regulations by implementing clean energy generation solutions. The completion of this project creates a new paradigm in resources recovery for Encina. Over the next 10 years, regulatory requirements impacting energy resources and nutrient limits on Encina's Ocean Outfall are expected to have a cost order of magnitude of ~\$35 million and ~\$180 million, respectively, in 2025 dollars.



BENEFITS

WHAT'S IN IT FOR YOU?

Purpose: Help protect public and environmental health for generations to come.

Salary: The compensation for this position is dependent on qualifications and experience. The annual salary range is \$199,124 to \$258,857.

Retirement: Encina participates in the California Public Employees' Retirement System (CalPERS). Classic PERS members have a 2.7% @ 55 formula. New CalPERS Members participate in the 2% @ 62 formula. Encina participates in Medicare but does not participate in Social Security.

Health Benefits: Encina participates in CalPERS Health and maintains an IRS Section 125-compliant Cafeteria Plan. For fiscal year 2025/26, employees receive 90% of the sum of the average cost of premiums for all medical plans offered by Encino. This average is calculated for each dependent category. An opt-out is also an option.

Leave Benefits: Vacation is accrued in accordance with tenure ranging from 80 hours per year to 160 hours per year. Encina also provides 10 fixed holidays plus 2 floating holidays (16 hours) per fiscal year. This position will be provided with 48 hours of exempt leave each calendar year. Employees accrue 96 hours of sick leave per year.

Deferred Compensation: Encina offers an optional 457 deferred compensation plan. Encina will match contributions up to 4% of the employee's annual base salary, up to Social Security annual salary contribution maximum.

Life Insurance: Encina provides a life insurance policy in the amount equal to 1 times an employee's annual salary up to a maximum of \$500,000.

Tuition Reimbursement: Encina provides tuition reimbursement up to \$4000 per fiscal year for approved courses. Employees also have the option to participate in an Accelerated Courses Program.

MINIMUM QUALIFICATIONS

The following are minimum qualifications required for the Director of Engineering:

Education: Graduation from an ABET (Accreditation Board for Engineering and Technology) accredited college or university with a bachelor's degree in civil, environmental, chemical, or mechanical engineering or a closely related field.

Experience: Twelve years of increasingly responsible professional engineering, including five years of CIP project management experience in the design and construction of wastewater and recycled water systems.

License: Possession of a Professional Engineer (P.E.) license issued by the California State Board of Registration for Professional Engineers & Land Surveyors. Possession of a valid California Class C Driver's License and the ability to maintain insurability under Encina's vehicle insurance program or the ability to travel to other locations may be required in some assignments.

HOW TO APPLY

A completed application is required. A resume, cover letter to include the reasons of interest, and five references (who will not be called unless seriously considered for the position) are strongly encouraged. All materials must be submitted through Encina's online application process powered by NeoGov and Governmentjobs.com in order to be considered for the position. Encina will not accept incomplete applications. A resume does not take the place of a fully completed application.

This position is
OPEN UNTIL FILLED

Applications will be reviewed as they are received.

Visit www.encinajpa.com/work-with-us/employment for more information.