

# GENERAL MANAGER

Encina Wastewater Authority

*(Carlsbad, CA)*





## ENCINA WASTEWATER AUTHORITY

The Encina Wastewater Authority (EWA) is a wastewater treatment agency located in North San Diego County, California. Founded in 1961, EWA serves roughly 377,000 residents and regulates approximately 600 businesses in a 123-square mile service area. Six public agencies own EWA through a Joint Powers Agreement that facilitates cost sharing and enables economies of scale that the individual member agencies could not achieve independently. These member agencies are the City of Carlsbad, the City of Vista, the City of Encinitas, the Vallecitos Water District, the Buena Sanitation District, and the Leucadia Wastewater District.

EWA prides itself on being a model of excellence and innovation and has received numerous awards for its leading edge programs. EWA operates and maintains the Joint Sewerage System consisting of the Encina Water Pollution Control Facility (EWPCF), Encina Ocean Outfall, Agua Hedionda Pump Station, and the Buena Vista Pump Station. EWA also manages and operates other regional water recycling and pumping facilities for their owners, including the Carlsbad Water Reclamation Facility, Buena Creek Pump Station, and Raceway Basin Pump Station. In addition, EWA manages an innovative biosolids management program and is a leader in developing renewable energy solutions.

### Mission Statement

As an environmental leader, EWA provides reliable and fiscally responsible wastewater services to the communities we serve while optimizing the use of renewable resources.

### Business Principles

EWA's commitments to its member agencies and the communities it serves are:

- Protect public health and the environment
- Pursue water resource recovery opportunities
- Conduct sound planning and invest appropriately
- Remain efficient, fiscally responsible, and innovative
- Provide meaningful transparency
- Deliver exceptional member agency service

## THE POSITION

Overseeing a combined operating and capital budget of \$43 million and 72 full-time employees, the General Manager provides executive oversight to EWA's Operations, Environmental Compliance, Technical Services, Engineering, and Financial & Administration programs. In addition to guiding internal operations, the General Manager takes an active role in developing and maintaining positive and productive relationships with EWA's member agencies, external organizations, and key stakeholders.

## Challenges and Opportunities

This is an exciting time for EWA! The incoming General Manager will have the opportunity to establish themselves on the strong foundation created by the current incumbent, who is retiring, and chart a course for the future as Encina enters a new era. In the coming months and years, EWA will be expanding its focus to provide a variety of new services and products. It will also be exploring new revenue-generating programs that would help defray ratepayer costs. Below are a few examples:

EWA recently agreed to participate in pilot program which aims to demonstrate the effectiveness of advanced water treatment for potable reuse. Anticipating a positive outcome, staff is developing a Water Reuse Strategic Plan that will include:

- development of a funding strategy
- partner outreach and development of the North County One Water Program
- development of a Regulatory Strategy
- the needs and approach to EWPCF improvements, and
- plan implementation

EWA is also pursuing initiatives to produce RNG fuel through a high strength waste program, evaluate its source control program, inspect its ocean outfall, and implement programs to address climate change.

In addition, EWA has adopted an aggressive Capital Improvement Program and is currently rehabilitating key process infrastructure assets that will provide reliable and cost-effective wastewater treatment services to the communities we serve for years to come. Current projects are in the area of preliminary and primary treatment systems, solids process systems through anaerobic digestion and heat drying of biosolids, and secondary and effluent treatment systems. The Authority is also undertaking an effort to standardize, centralize and secure its SCADA system.

## THE IDEAL CANDIDATE

The ideal candidate is an energetic, strategic leader who is eager to embrace new challenges while, at the same time, ensuring that EWA continues its tradition of excellence in providing efficient, cost-effective service. They have an entrepreneurial spirit and possess good management skills. They are results-oriented yet flexible. They personify integrity, build trust, and have excellent communication skills. They understand the important role that each one of their members plays in contributing to the overall success of the organization and advocate complete transparency. They maintain positive, productive partnerships.

With respect to leadership skills, they foster a team culture characterized by shared decision making. They promote a family like atmosphere. They are supportive and encourage professional growth and development. They provide clear direction and stick by their decisions. They understand the evolution of the workforce and are open to new approaches to conducting business.

Finally, the successful candidate will be committed to doing the right thing for the community and will exemplify EWA's core values. A good sense of humor will also be appreciated.

## Qualifying Education and Experience

Requires a Bachelor's degree from an accredited institution in engineering, public or business administration or another relevant field of study AND 10 years of progressively responsible senior executive level management experience in the operation and maintenance of a large, complex public water utility; or an equivalent combination of training and experience. A Master's Degree is highly desired.



The best qualified candidate will offer a breadth of experience related to EWA's mission and business principles. Prior experience with the operation and maintenance of a wastewater treatment facility will be advantageous. Hands-on, executive level involvement with an advanced water treatment program is highly desired.

## COMPENSATION & BENEFITS

The salary range for this position is \$260,000 - \$300,000 per year, DOQ. In addition, EWA supports its employees with a variety of benefits, including:

- Paid vacation and sick leave
- CalPERS defined benefit (pension) retirement program
- Employer matched deferred compensation plan
- Cafeteria plan that includes medical, dental, vision, life, disability coverage, as well as the opportunity to participate in Flexible Spending Accounts and other voluntary benefits
- Tuition reimbursement
- Professional development opportunities

## HOW TO APPLY

**Apply on-line** at [www.alliancerc.com](http://www.alliancerc.com) by **October 8, 2021**. For questions and inquiries, please contact Cindy Krebs at [ckrebs@alliancerc.com](mailto:ckrebs@alliancerc.com) or 562-901-0769 x 336.

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## CITY OF CARLSBAD

Carlsbad is a seaside community of 39 square miles, nearly 40% of which is dedicated to open space. Due to our perfect climate, you can enjoy 46 trails, 40 parks, three pristine lagoons, and nearly seven miles of beaches year-round. Temperatures range from an average of 58 degrees in January to 73 degrees in July, making every day a beach day. In addition to great surfing/swimming/fishing opportunities, Carlsbad is home to several world-famous golf courses, LegoLand, The Flower Fields, and a charming Village that's perfect for an afternoon stroll or evening out.

