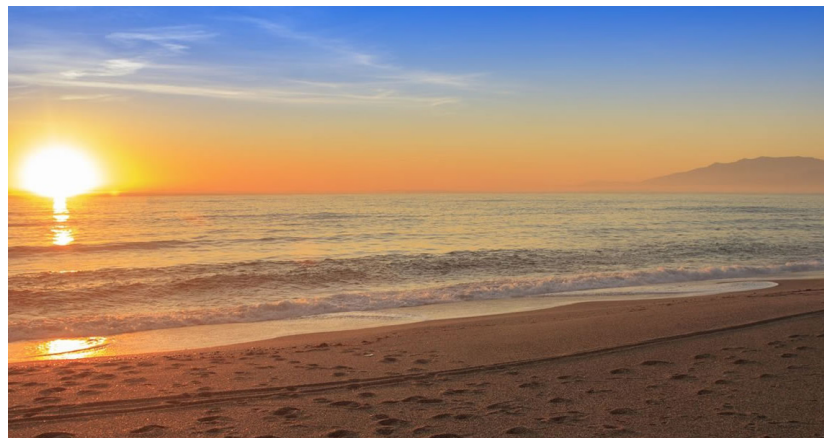


Find a meaningful career and supportive work environment with



# Encina Wastewater Authority







## About Us

Encina Wastewater Authority (EWA) is a waste-water treatment agency in Carlsbad, California. We serve over 397,000 residents and regulate approximately 600 business in a 125-square-mile service area in northwest San Diego County. 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.

## About 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, 3 pristine lagoons, and nearly 7 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.

## Employer of Choice

"Together, we are a model of excellence and innovation" isn't just a tagline at EWA—it's the commitment we've made to each other and to our community. We strive to honor these behavioral values to ensure a positive, productive work environment for all employees:

- Integrity
- Respect
- Valuing People
- Ownership
- Leadership
- Responsibility

We support our 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; and
- Professional development opportunities.



## The Opportunity

EWA is currently seeking an Human Resources Specialist to fill a full-time position.

As EWA's Human Resources Specialist, you responsible for providing EWA's human resources activities including policy and procedure development, recruitment, selection and on-boarding, classification, compensation, benefits, non-safety training and development, performance management, and employee relations. The Human Resources Specialist customarily and regularly exercises discretion, independent judgment, and decision-making responsibility in the performance of assigned duties. Please visit our website for the full job description.

## The Ideal Candidate

The ideal candidate has a Bachelor's Degree in Human Resources Management, Psychology, Public or Business Administration, or a technical related field from an accredited college or university is preferred. AA Degree with directly relevant experience may be considered. Must have four years of responsible professional human resources experience, preferably at a public agency or government institution.

Possession of a non-restricted California Driver's License and successful completion of a pre-employment physical examination, drug screen, and background checks will be required at the time of appointment.

## Compensation

The starting salary for this position depends on education and experience, but ranges from \$84,798 to \$114,478 per year.

## The Process

To be considered a candidate for this position, please complete and return the application that is available at [www.encinajpa.com](http://www.encinajpa.com). Include a cover letter, resume, and any other information you feel is important for us to consider when reviewing your candidacy. Resumes without applications will not be considered.

Applications must be received by Friday, May 22, 2020 at 6200 Avenida Encinas, Carlsbad, CA 92011. You may also email your application to [lwarchol@encinajpa.com](mailto:lwarchol@encinajpa.com).