



COUNTY *of* VENTURA

The County of Ventura Invites
Applications For

Director – Public Works Agency, Watershed Protection (Flood Control)

Salary: \$158,285.09 – \$221,599.13 Annually

PUBLIC
VENTURA COUNTY
WORKS



THE COUNTY OF VENTURA

Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate with an average annual temperature of 74 degrees. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County "home."

Ventura County is a "general law" county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.

County operations have an operating budget of approximately \$2.86 billion with a staffing allocation of over 10,000 employees. The County has excellent financial standing with its AAA rating, the highest possible long-term bond rating, from Moody's and Standard & Poor's. The County excels in its financial and business operations which are based in continuous process improvement.

THE PUBLIC WORKS AGENCY

The County of Ventura's Public Works Agency (PWA) is comprised of five departments each headed by a department director: Central Services, Engineering Services, Roads and Transportation, Water and Sanitation, and Watershed Protection. Collectively, the five departments deliver efficient, responsive and cost effective public works services that protect and enhance the safety, health and quality of life in Ventura County.

PWA has an annual operating budget of \$350 million and staff of 399 full-time employees. The Agency holds direct oversight and responsibility for roads, dams, bridges, channels and levees, water main pipes, sewer pipelines, traffic signals, catch basins or storm drain inlets, and culverts. To learn more about the County of Ventura's Public Works Agency, please visit <https://www.vcpbublicworks.org>

THE POSITION

Under administrative direction of the Assistant Director of Public Works Agency, the Director of Watershed Protection manages and annual operating budget of \$86 million and approximately 130 employees in five divisions: Design & Construction, Operations & Maintenance, Planning & Permits, Water Resources, and Strategic Resiliency Group.

The ideal candidate will be a collaborative, results oriented leader with experience in complex long-range planning, program development, and capital projects development. The successful candidate will have a proven track record in leading large departments, multidisciplinary teams and will have political acumen to navigate a wide range of elected and appointed officials at all levels of government as well as the community at large. Experience in Lean Six Sigma, Continuous Process Improvement, or similar is highly desirable.

The Director Watershed Management is an at-will position which is exempt from the provisions of the Civil Service Ordinance.

TYPICAL QUALIFICATIONS

Progressively responsible experience related to watershed management, which has led to the acquisition of the required knowledge, skills, and abilities. The required knowledge, skills, and abilities are typically obtained by completion of a Bachelor's degree in Civil Engineering and two (2) years managing division at a level equivalent to a Deputy Director – Public Works Agency or Engineering Manager III. Required:

- Registration as a Professional Engineer in the State of California in civil engineering.
- Registration in civil or mechanical engineering in another state may be allowed with the provision that the incumbent is able to achieve civil engineering registration in the State of California within 18 months of hire.
- Possession and maintenance of a valid California Driver License.

DUTIES

- Plans, organizes, directs, and oversees the staff and activities of the Watershed Protection District.
- Leads and coordinates regional watershed planning efforts.
- Coordinates activities with other county agencies/departments, federal, state, regional and local agencies, consultants, contractors, and the public.
- Directs the preparation of the departmental budget.
- Determines departmental goals and monitors progress toward goal attainment.
- Negotiates and resolves controversial flood control issues.
- Reviews all construction, consultant, and engineering contract award or agreement recommendations; ensures compliance with federal, state, and local requirements.
- Oversees and participates in complex watershed-wide engineering studies.
- Oversees the District's flood warning system; maintains liaison with the County's Emergency Operations Center.
- Oversees the District's emergency flood response.
- Manages and ensures protection of the County's groundwater.
- Under policy direction of the Fox Canyon Groundwater Management Agency (FCGMA) Board, oversees and directs FCGMA functions and activities.
- Directs the development and implementation of new programs and activities.
- Represents the Agency and the Director in conferences, public and legislative meetings, negotiations, and during emergencies.
- Additionally, performs other duties as assigned.

RECRUITMENT PROCESS

To apply for this exceptional and unique career opportunity, please do one of the following:

- Email your current resume to: Esmeralda.Oseguera@ventura.org
- Submit an on-line application at www.ventura.org/jobs and attach your current resume, cover letter, and materials.

First review of resumes is anticipated to be on or around February 20, 2024. Submissions must include relevant work experience, training and education in order for the reviewer to properly assess qualifications.

Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, may be invited to a second interview with the Director and/or Assistant Director of the Public Works Agency. This process may be consolidated or expanded contingent upon the size and quality of the candidate pool.

For further information about the recruitment, please contact Esmeralda Oseguera by email at Esmeralda.Oseguera@ventura.org or by telephone at (805) 477-7268.





WHAT WE OFFER

In addition to an annual base salary of \$158,285.09 - \$221,599.13 the Director - Public Works Agency, Watershed Protection (Flood Control) will receive an attractive benefits package that includes:

- **General Salary Increase** of 3.5% effective December 22, 2024.
- **New Hire Incentive:** New hires may be eligible for a one-time New Hire Incentive up to 10% of the current annual base wage. (Subject to the applicable section of the Management Resolution (Secs. 625 – 627)
- **Educational Incentive** - An educational incentive of 2.5% for completion of an associate's degree, 3.5% for completion of a bachelor's degree, OR 5% for completion of a graduate's degree.
- **Executive Annual Leave** - The candidate selected for this position will earn 248 hours per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service or other public service. Prior public service on a pro-rate basis from a previous public employer may apply.
- **Annual Leave Redemption** - The ability to "cash in" or redeem up to 100 hours of Annual Leave per year after using 80 hours.
- **Deferred Compensation** - Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k) contributions. Effective February 9, 2024, eligible employees meeting the criteria in Sec. 1907 of the Management Resolution will receive two percent (2%) of their annualized compensation contribution towards their 401(k) account.
- **Health Plans** – You are afforded a flexible credit allowance of up to \$23,530 annually for purchasing medical, dental, and/or vision insurance from a group of authorized plans.
- **Flexible Spending Accounts** - Employees may also participate in the Flexible Spending Accounts which increase their spending power by reimbursing them with pre-tax dollars for IRS approved dependent care and health care expenses.
- **Pension Plan** - Both the County and you contribute to the County's Retirement Plan and to Social Security. If you are eligible, you may establish reciprocity with other public retirement systems such as PERS.
- **Holidays** - 12 paid days per year which includes a scheduled floating holiday.
- **Additional Benefits** - Other benefits include disability plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program and a Wellness Program. Incumbent is also entitled to County-paid membership in professional organizations related to the position.