The County of Ventura Invites Applications For

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

Salary: $163,825 - $229,355 Annually

*may also be eligible for additional education incentive up to 5% of base salary and a one-time New Hire Incentive up to 10% of the current annual base wage

PUBLIC VENTURA COUNTY WORKS

THE COUNTY OF VENTURA

Ventura County offers an exceptional quality of life, perfectly balancing natural beauty and modern convenience. With its stunning coastline, rolling hills, and sweeping views of the Channel Islands, the area is a paradise for outdoor enthusiasts. Whether you're into hiking, surfing, or simply soaking in the panoramic vistas, there's no shortage of activities to enjoy. The Mediterranean climate is another major draw, with an average annual temperature of 74 degrees, ensuring year-round comfort for residents. Families will also appreciate the county's top-tier educational opportunities, with both highly-rated public schools and renowned private institutions. Ventura County blends small-town charm with easy access to big-city amenities, making it an ideal destination for those seeking a fulfilling, well-rounded lifestyle.

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 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 414 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.vcpublicworks.org**

THE POSITION

Under administrative direction of the Assistant Director of Public Works Agency, the Director of Watershed Protection manages an 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 of Watershed Protection 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 Senior Engineering Manager. Required:

- Registration as a Professional Engineer in the State of California in civil engineering.
- An applicant possessing an out-of-state registration is eligible for hire, however, must obtain California registration within 18 months of employment.
- 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.

WHAT WE OFFER

In addition to an annual base salary of $163,825 - $229,355 the Director - Public Works Agency, Watershed Protection (Flood Control) will receive an attractive benefits package that includes:

- **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 Sec. 625).
- **Educational Incentive:** May be eligible for 2.5%, 3.5%, or 5%, based on completion of an associate, bachelor's, or graduate degree from an accredited institution not required for the position.
- **Pension Plan:** Both the County and you contribute to the County's Retirement Plan. If you are eligible, you may establish reciprocity with other public retirement systems, such as PERS. For more information, visit: https://www.vcera.org/.
- **Health Plans:** A flexible credit allowance of up to $25,558 annually for purchasing medical, dental, and/or vision insurance.
- **Flexible Spending Accounts:** Increased spending power by reimbursing you with pre-taxed dollars for IRS approved dependent care and health care expenses.
- **Executive Annual Leave:** Accrues at a rate of 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. *Credit for prior public service may be considered (Management Resolution, §616A)
- **Annual Leave Redemption:** The ability to "cash in" or redeem up to 100 hours of annual leave per year after using 80 hours. (Management Resolution, §1205)
- **Holidays:** 12 paid days per year, including 1 floating holiday to use at your discretion.
- **Deferred Compensation:** If you participate in the County sponsored 401(k) plan, the County will match a part of your contribution up to 3%. Following five (5) years of continuous County service, an additional 2% non-elective contribution will be made to the 401(k) plan.
- **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.

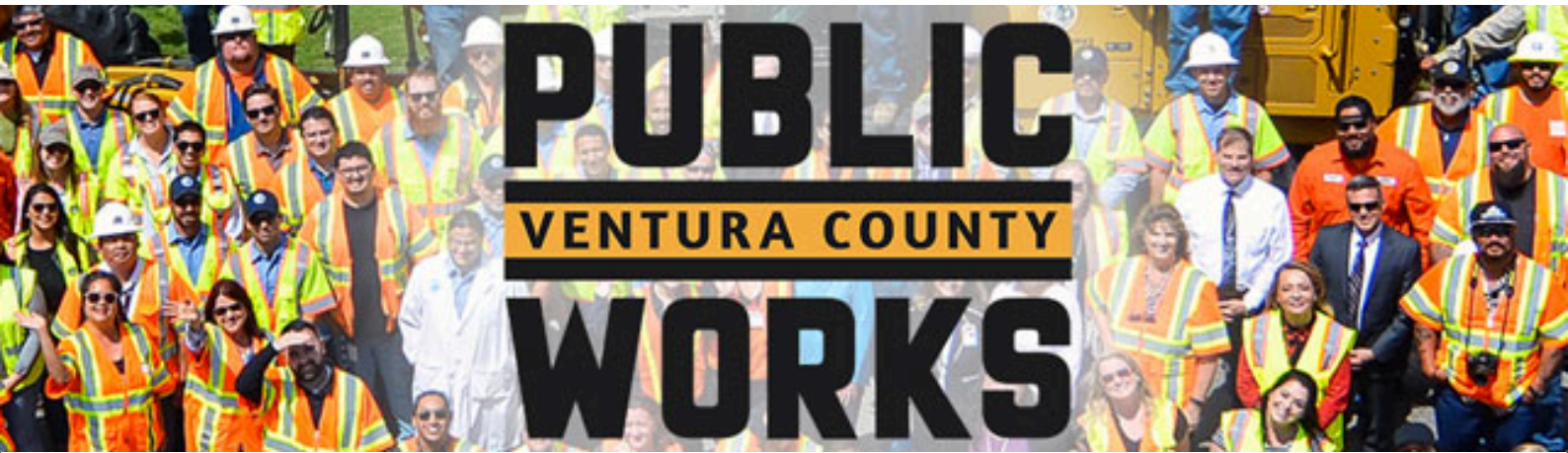
We are seeking a forward-thinking executive who is passionate about driving change and fostering a culture of continuous improvement. If you're ready to bring fresh ideas, lead with vision, and make a positive impact on our community, we want to hear from you!

RECRUITMENT PROCESS

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

·Email your current resume to: Michelle.Antonetty@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 will take place on February 12, 2025. 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, will then be invited to a second interview with PWA executive management. The interviews may be consolidated into one process or expanded into multiple interviews contingent upon the size and quantity of the candidate pool.

For further information about the recruitment, please contact Michelle Antonetty by email at Michelle.Antonetty@ventura.org or by telephone at (805) 477-7260.