



**Valley Water**

**CHIEF  
OPERATING  
OFFICER,  
WATERSHEDS**



**BOB MURRAY  
& ASSOCIATES**

EXPERTS IN EXECUTIVE SEARCH

Attachment 1

Page 1 of 4



## THE ORGANIZATION

Santa Clara Valley Water District (Valley Water) is a public agency with a current operating and capital budget of \$838 million, an \$8.021 billion 2022-26 Five-Year Capital Improvement Program, and a staff of over 880 employees. Valley Water is governed by a seven-member Board of Directors, each elected by their district to serve overlapping four-year terms. Valley Water's mission is to provide Silicon Valley safe, clean water for a healthy life, environment, and economy. With headquarters in San José, California, Valley Water delivers water supply; enhances streams and watersheds through creek restoration and habitat protection; provides flood protection for homes, schools, businesses, and roadways; and partners with other agencies to provide trails and open space for the community. Valley Water manages 10 dams and surface water reservoirs, three water treatment plants, an advanced recycled water purification center, a state-of-the-art water quality laboratory, nearly 400 acres of groundwater recharge ponds, and more than 275 miles of streams to serve nearly 2 million people in Santa Clara County, which stretches 1,300 square miles and encompasses 15 cities and unincorporated areas.

## THE COMMUNITY

Recognized throughout the world as a center of technology and innovation, the City of San José is considered the Capital of Silicon Valley and is one of the most diverse large cities in the United States. Santa Clara County is home to many technology companies including Apple, eBay, Google, Cisco, and more. It has earned the reputation around the world as an ideal location to work, live and raise a family. Santa Clara County is roughly 50 miles south of San Francisco, 200 miles from Lake Tahoe, and 35 miles from Santa Cruz; the close proximity to beaches, mountains, and city life provides a year-round calendar of great things to do including: surfing, festivals, concerts, theatre, snow and waterskiing, biking, hiking, fishing, and much more.

## WATERSHEDS

Valley Water's Watersheds business area oversees five distinct watersheds in Santa Clara County and is responsible for environmental stewardship of these geographic areas, providing flood protection and field operations, and mitigating environmental impacts while enhancing positive environmental aspects. Valley Water balances the need to provide flood protection with the need to provide water supply and protect streams and natural



resources. Multi-purpose flood protection projects protect property while preserving habitat, improving water quality, and promoting creekside trails. Through its large-scale flood protection projects and annual stream maintenance activities Valley Water's Watersheds staff works year-round to prepare local waterways to carry floodwaters away from homes and businesses and provide stream stewardship to protect the natural environment along creeks and rivers, and at the edge of the San Francisco Bay.

## THE POSITION

The Chief Operating Officer, Watersheds (COO) reports directly to the Assistant Chief Executive Officer (ACEO) and is designated as unclassified/at-will. The COO is responsible for all watershed activities, projects, programs, and personnel and serves as a key member of the executive leadership team at Valley Water. The COO directs a staff of over 260 with an FY 2022 operating budget of \$90.1 million and a capital budget of \$168.7 million. The COO oversees three divisions: Watersheds Design & Construction, Watersheds Operations & Maintenance, and Watershed Stewardship & Planning.

Primary responsibilities include, but are not limited to:

- Providing leadership and direction in the identification, development, and implementation of district-wide and divisional goals, strategies, programs, ordinances, policies, and procedures for the operational and administrative functions covering flood protection and environmental stewardship;
- Directing and evaluating the performance of organizational divisions, units, programs, capital projects, and personnel; planning, organizing, overseeing, authorizing, and



coordinating divisional and district-wide projects, assignments, and activities;

- Representing Valley Water before other governmental entities, community organizations, employee organizations, and the general public; preparing technical, informational, and administrative reports and making presentations to various stakeholders; serving as Valley Water's key spokesperson on issues regarding the watersheds, flood protection, and environmental stewardship;
- Directing the preparation and administration of the Watersheds annual operating and capital budgets;
- Performing human resources responsibilities associated with the organizational designation of "Appointing Authority" including building a diverse and inclusive organization; selecting, training, and evaluating personnel; providing staff development opportunities; using performance management tools; and coaching, counselling, and administering disciplinary action;
- Working closely with the ACEO and CEO in developing district-wide strategies and implementation plans; acting as the ACEO in his or her absence;
- Performing other related responsibilities as delegated by the ACEO and/or assigned through Valley Water policies.



integrity, high moral standards, and strong ethics. The ability to command and earn respect throughout all levels of the organization and community will be beneficial. A team player with a "can do" attitude is sought.

Valley Water is seeking a candidate who is able to:

- Communicate effectively at all levels;
- Think strategically, act tactically, and hold self and others accountable;
- Build cohesive, diverse, and inclusive teams and create a culture of service excellence;
- Promote environmental stewardship throughout Santa Clara County;
- Initiate change and manage in a collaborative and inclusive manner;
- Set goals, identify, and prioritize issues, and formulate and implement solutions;
- Build and sustain relationships with key stakeholders, including regulatory agencies, environmental and community groups, and the general public;
- Interact, communicate, and respond to Board members professionally, expeditiously, and equitably; and
- Delegate responsibility and monitor programs/projects/initiatives effectively.

Candidates must have training and experience including graduation from an accredited four-year college or university with a Bachelor's degree with major coursework in water resources, civil engineering, or a closely related field. A minimum of eight (8) years of increasingly responsible administrative or managerial experience in a field related to the assignment and in the public sector, water, or related industry within the

## THE IDEAL CANDIDATE

The ideal candidate has a track record of demonstrated leadership, proven accomplishments, and superior performance in a flood control agency, public works department, or a closely related organization with an emphasis on management of large complex flood protection programs, capital projects, and watershed environmental stewardship activities. Valley Water is seeking a confident leader and manager with strong interpersonal and staff relationship skills. Candidates should possess excellent communication skills, be good listeners, and possess energy and enthusiasm. The incoming COO must be politically savvy, yet apolitical; open to the ideas of others; able to think outside the box; a key negotiator; and capable of establishing bridges, creating partnerships, building consensus, and bringing harmony and cohesion to the various interests of Valley Water.

The selected candidate must be fair in dealing with issues and people and will possess professional and personal





most recent ten years. Three (3) of the eight years must have been in a high-level administrative or managerial role, which included supervisory responsibility. Experience managing watersheds with an emphasis on "natural flood protection," strong knowledge of urban flood protection practices, and emergency management operations is highly desirable. The ideal candidate will have experience in implementing United States Army Corps of Engineers flood risk reduction projects. Candidates must possess a valid California driver's license and maintain a satisfactory driving record.

## THE COMPENSATION

The salary range for the Chief Operating Officer, Watersheds is \$264,222.40 - \$325,624.00 annually; placement within this range will be dependent upon qualifications. Valley Water also provides an excellent comprehensive benefits package including a defined benefit retirement plan (CalPERS); medical, dental, and vision insurance; paid time off; a flexible spending account; and an employee assistance program. This position is designated as unclassified and employed at the will of the CEO/Appointing Authority.

### COVID-19 Vaccination Requirement

To protect its most valuable assets, Valley Water employees, as well as the communities it serves, Valley Water requires all new hired Valley Water personnel to be fully vaccinated (for COVID-19) or to be formally excused from the requirement through the reasonable accommodation process.

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at

**[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)**

**Filing Deadline:**

**Open Until Filled**

**First review of resumes:**

**November 7, 2021**

Following the filing deadline, resumes will be screened according to the qualifications outlined above. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Santa Clara Valley Water District. Candidates will be advised of the status of the recruitment following selection of the Chief Operating Officer, Watersheds.

If you have any questions, please do not hesitate to call Valerie Phillips at:

(916) 784-9080

