

WEST VALLEY SANITATION DISTRICT



invites your interest for the position of

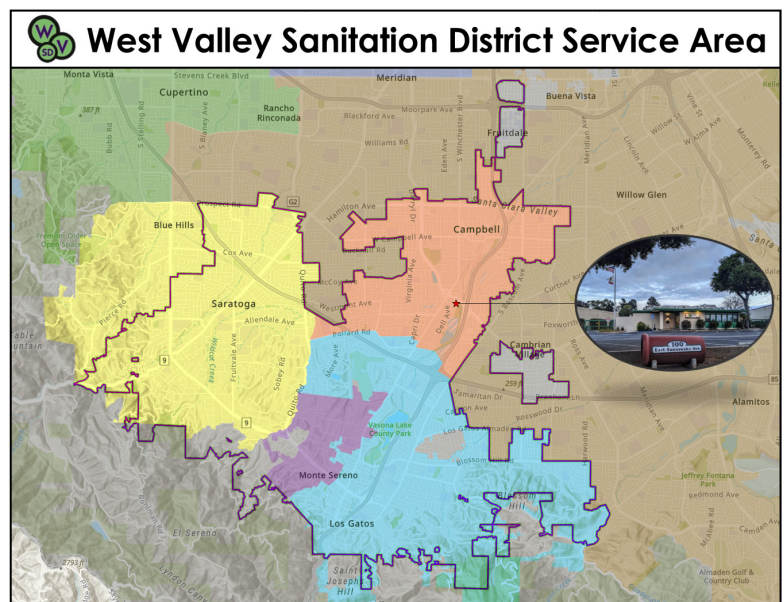
**DIRECTOR OF ENGINEERING
AND OPERATIONS**

West Valley Sanitation District

Celebrating its seventy-fifth year of dedicated service, West Valley Sanitation District stands as a cornerstone in providing exceptional wastewater collection and disposal services to a population of 120,000. The district's wastewater collection system consists of 615 miles of sanitary sewer. Serving the dynamic communities of Campbell, Monte Sereno, Saratoga, the Town of Los Gatos, and surrounding unincorporated areas, the district plays a vital role in safeguarding public health and the environment. Notably, the district collaborates with the City of San Jose's Regional Wastewater Facility for wastewater treatment.

Guided by a forward-looking ethos, West Valley Sanitation District's governance rests in the hands of a distinguished five-member Board of Directors. Comprising mayors or alternate council members from each of the four municipalities within the district, alongside a representative from the County of Santa Clara Board of Supervisors, the board ensures a comprehensive and inclusive decision-making process. Anchored by a skilled workforce of 27 professionals, the district operates under two pivotal divisions: Engineering and Operations, and Administration and Information Services. This organizational structure optimally harnesses diverse skill sets, bolstering resource efficiency and flexibility even within a modest staffing framework.

Fueled by an unrelenting pursuit of excellence, the district embodies its commitment to elevating customer service standards. The bedrock of this dedication is the Strategic Plan, which harmonizes with the resolute goal of zero overflows. The pioneering Performance Incentive Program, initiated in 2001, attests to the district's inventive spirit, effectively motivating staff, enhancing operational efficacy, and driving cost reduction.



Engineering and Operations Division: Navigating Excellence

Central to West Valley Sanitation District's prowess is the Engineering and Operations Division. The Director of Engineering and Operations reports to the District Manager. Under the stewardship of the Director of Engineering and Operations, the division orchestrates a symphony of professional, technical, and operational brilliance. With an allocated staff of 16, including direct reports to the Director, namely the Operations Supervisor and Senior Civil Engineer, the division undertakes a multitude of pivotal responsibilities:

- ◆ Capital Project Planning and Construction
- ◆ Customer Service and Response
- ◆ Construction Inspection
- ◆ Engineering Design
- ◆ Facility Maintenance
- ◆ Fleet Management
- ◆ CIWQS and SSMP Compliance
- ◆ Risk Management and Safety Training
- ◆ Sewer Inspection and Analysis
- ◆ Sewer Maintenance and Repair
- ◆ Utility Coordination
- ◆ Project Management & Major Procurement

Director of Engineering and Operations: Navigating the Path Ahead

At the forefront, the Director of Engineering and Operations embraces a central role defined by hands-on leadership and actively engaging in task execution and delivery. This position transcends conventional leadership offering ample opportunities for direct involvement in shaping outcomes. The scope encompasses a sweeping vista of district engineering and maintenance, spanning project planning, design, construction management, inspection, contract oversight, and system maintenance. The Director is also responsible for budget management for Operations and Maintenance, Capital Improvement Programs (CIP), facility and fleet operations, and program oversight. The Director serves as the district representative for the California Sanitary Risk Management Authority, a Joint Powers Authority uniting 60 sanitation agencies across the state.



The Director's laser focus centers on key priorities. Notably, the CIP demands coordinated efforts for a robust design and construction timeline. Moreover, realizing objectives within the Sewer System Management Plan (SSMP) is of paramount importance. Operationally, nurturing staff development takes precedence, fostering continuous growth opportunities through technical and professional training. This nurturing approach also resonates with the district's tight-knit environment, ripe for cultivating a harmonious and collaborative workforce.

The role seeks a leader of unwavering caliber, an individual who molds an environment of communication, collaboration, and unparalleled excellence. Effective stakeholder communication and adept interactions with peers and staff alike punctuate the Director's skill set. A proven track record in strategic and operational planning, resource allocation, and deftly managing concurrent priorities form the basis of success in this position.

The required background for this position includes five or more years of progressively influential experience as a professional engineer managing diverse teams. Possession of a BS degree in Civil Engineering or a related field from an accredited institution, and a current and valid Professional Engineer license in California. Specific knowledge and experience in the field of wastewater treatment or collection systems is also expected.



Compensation and Benefits

The base salary range for this position is \$222,180 to \$261,408 per year. The actual salary will depend on the qualifications and experience of the individual selected. In addition, high performance management employees have the opportunity to earn an additional salary up-to 10% and the district provides a comprehensive benefits package that includes:

- ◆ Health Insurance: District paid benefits for the employee and eligible dependents on medical, dental, and vision.
- ◆ Vacation: The annual vacation accrual ranges from 10 to 22 days per years based on district year of service.
- ◆ Holidays: The district observes 13.5 paid holidays per year.
- ◆ Administrative Leave: 80 hours of administrative leave per year. Leave must be used during the fiscal year.
- ◆ Sick Leave: 12 days per year. Unused sick leave over 100 hours can be converted to CalPERS service credit up to 1000 hours.
- ◆ Retirement – Classic members: CalPERS 2.5% at 55 based on single highest year (employees paying 8% pre-tax contribution). New members: CalPERS 2.0% at 62 with employees paying 50% of the total normal cost as set by CalPERS (currently 6.75%).
- ◆ District provided vehicle.
- ◆ Additional Benefits: Basic life insurance, additional life insurance policy up-to \$500,000, long-term disability plans and employee assistance plans are provided at district expense.
- ◆ Retiree medical insurance.
- ◆ Deferred Compensation Plan.
- ◆ Flexible Spending Programs.



The Process

To be considered for this exciting career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

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The final filing date for this recruitment is: October 16, 2023



If you have any questions regarding this position, please feel free to contact Mr. Kimura at paulk@averyassoc.net or 408.399.4424 or Ms. Ward at kristiw@averyassoc.net