DIRECTOR OF ENGINEERING

INLAND EMPIRE UTILITIES AGENCY

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THE AGENCY

The Inland Empire Utilities Agency (IEUA/Agency) is a regional wastewater treatment agency and wholesale distributor of imported water serving approximately 950,000 people across 242 square miles throughout western San Bernardino County. The Agency is committed to supporting the needs of its service area and safeguarding public health through significant investments in a diverse water supply portfolio, reliable municipal/industrial wastewater collection and treatment services, and other related utility services in a regionally planned and cost-effective manner.

As the only member agency of the Metropolitan Water District of Southern California (Metropolitan) in San Bernardino County, IEUA provides supplemental water supplies to the growing region, primarily via the State Water Project (SWP), for distribution among nine retail agencies.

Water recycling is a critical component of the Agency's water resource management strategy. IEUA receives more than 50 million gallons per day (mgd) of wastewater from seven sewering agencies at its five regional wastewater treatment plants. Wastewater is treated to Title 22 standards and distributed to retailers through purple pipe or used for indirect potable reuse through the groundwater recharge program. In conjunction with these five regional wastewater treatment facilities, IEUA also maintains and operates:

- The Chino Desalter I (located in Chino) on behalf of the Chino Basin Desalter Authority.
- The Inland Empire Regional Composting Facility (located in Rancho Cucamonga) on behalf of the Inland Empire Regional Composting Authority, a Joint Powers Authority with the Los Angeles County Sanitation Districts.
- 46 groundwater recharge basins across 19 recharge sites within the IEUA service area designed to hold stormwater runoff, imported water, and recycled water for aquifer replenishment.

The Agency also prioritizes investments in local water resources, conservation programs, and renewable energy sources, and advocates for environmental stewardship through several free educational resources and outreach programs.

CULTURE

At IEUA, the Agency prides itself on fostering a culture that promotes growth, accountability, and collaboration. Its eight organizational attributes are the foundations of its success and guide daily operations:

- **Safety** - The Agency is committed to maintaining a safe and healthy work environment for all employees.
- **Continuous Learning and Improvement** - Its commitment to professional development ensures team members are equipped with the latest knowledge and skills.
- **Efficiency** - The Agency strives to optimize its processes and resources to deliver the highest quality services in the most effective manner.
- **Collaboration** - By leveraging diverse perspectives and expertise, the Agency creates innovative solutions and advances its mission.
- **Accountability** - By owning responsibilities, following through on commitments, and doing the right thing when no one is looking, the Agency works to meet its goals and uphold standards of excellence.
- **Coaching for Performance** - Leaders are committed to providing guidance and support to help team members reach their full potential.
- **Respect** - The Agency values each individual's contributions and treats everyone with dignity and consideration.
- **Employee Engagement** - By fostering a sense of belonging and purpose, the Agency works to ensure employees are motivated and invested in its mission.

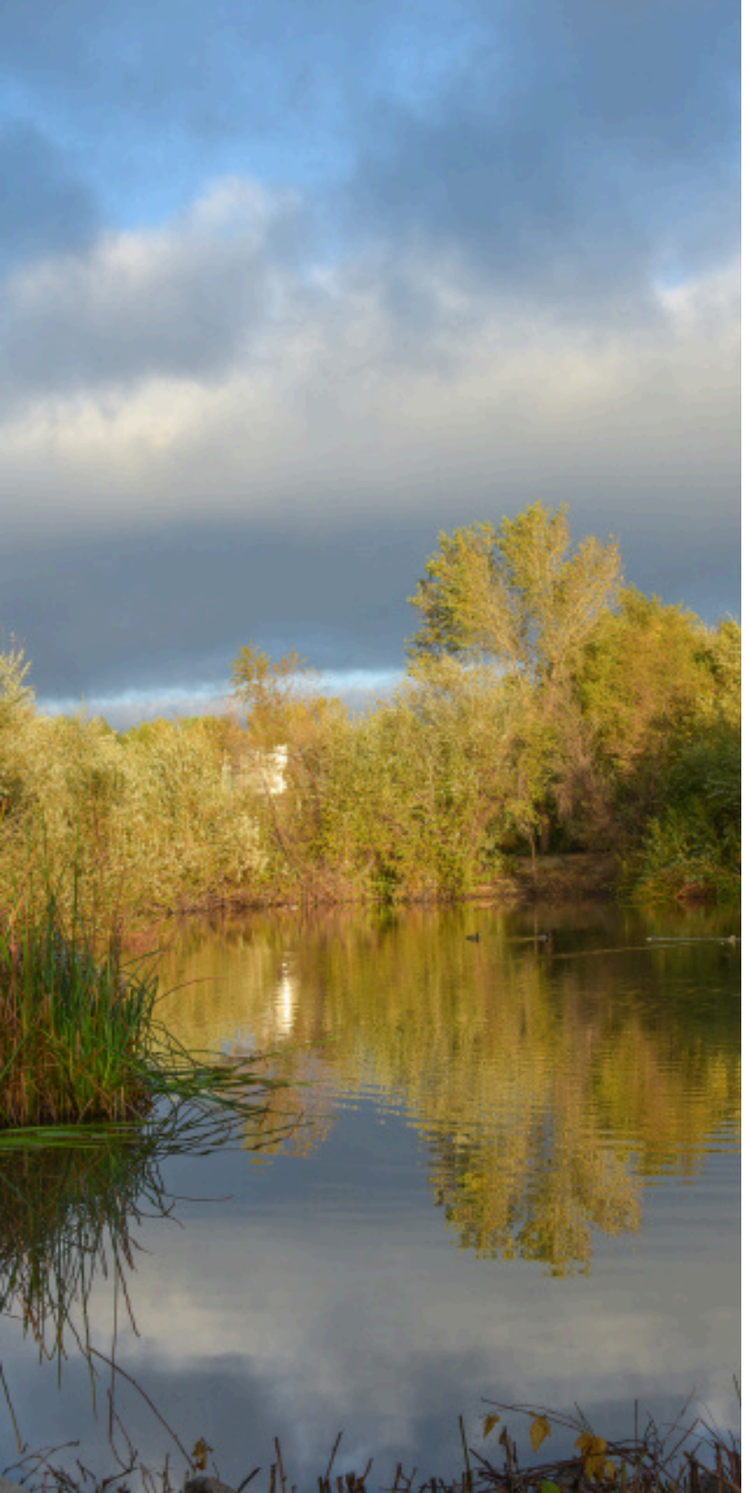
The Agency is governed by a five-member Board of Directors elected to staggered four-year terms by registered voters within their divisions.

THE DEPARTMENT

The Engineering Department is responsible for planning, designing, constructing, and managing the Agency's major water, wastewater, recycled water, and related infrastructure investments. The Department oversees engineering and construction activities from early project conception through planning, design, construction, startup, commissioning, and transfer to operations, while also providing long-term stewardship of Agency infrastructure through its asset management program. The Department is responsible for overseeing the Agency's Ten-Year, $1.6 billion Capital Improvement Program (TYCIP). The portfolio includes infrastructure investments supporting wastewater treatment and collection, recycled water, water supply, energy, rehabilitation and replacement, and system reliability.

The Engineering Department comprises two main units: the Engineering and Construction Management Unit and the Asset Management Unit. The Engineering and Construction Management Unit leads the planning, design, construction management, and construction inspection of Agency capital projects. The unit directs staff and engineering consultants in the preparation and review of engineering reports, plans, specifications, cost estimates, and other technical documents; manages construction-phase issues and change orders; and works to ensure projects are delivered on a sound engineering basis. The Asset Management Unit develops and implements strategies for infrastructure reliability and lifecycle management. The unit supports condition and risk assessment, rehabilitation and replacement planning, asset-life optimization, and long-range capital replacement needs to help the Agency balance reliability, risk, and total lifecycle cost.

The Department is led by the Director of Engineering and includes approximately 50 full time staff, supplemented by outside engineering consultants and construction contractors. Key leadership positions reporting to the Director of Engineering include the Manager of Engineering, Manager of Asset Management, and Advanced Water Treatment Program Manager.



THE OPPORTUNITY

Reporting to the Deputy General Manager, the Director will have a significant opportunity to shape the Engineering Department's future direction.

Four key priorities for the next Director will be:

- **Hiring and Mentorship** - Shape and build the Department through strategic workforce planning, recruitment, and talent development efforts. Mentor staff to better understand how outside engineering and construction firms operate, establish appropriate expectations, and build productive working relationships while maintaining effective oversight and accountability.
- **Strengthen the Organizational Structure** - Lead the development of the Department's future organizational structure through strategic planning, restructuring efforts, and talent acquisition. The Director will be responsible for implementing changes that improve efficiency, accountability, and long-term organizational performance. The Director will provide executive oversight of consultants and overall asset management program.
- **Understand and Navigate the Organization** - Gain a comprehensive understanding of the Agency's organizational culture, operational framework, and decision-making processes. The Director will be expected to build strong relationships across the organization and ensure the Department's efforts effectively support the Agency's mission, strategic objectives, and long-term priorities.
- **Establish a Clear Vision for Engineering** - Bring a strong sense of direction and purpose to the Engineering Department by establishing priorities, strengthening accountability, developing staff, and creating a high-performing culture focused on effective project delivery and organizational excellence.

For a detailed description of the position, please visit **www.allianceRC.com**.

THE IDEAL CANDIDATE

The ideal candidate will be a seasoned engineering executive with the technical expertise, business acumen, and leadership experience to guide a complex capital program and an evolving department. This individual will provide clear direction, develop and empower staff, build strong internal and external relationships, and communicate complex engineering issues effectively to senior leadership and the Board. The successful candidate will provide strategic leadership for the Department, fostering a culture of accountability, sound decision-making, high performance, and continuous improvement. This is an on-site leadership role, and the Director will be expected to maintain a strong and visible presence throughout the organization while serving as an ambassador for the Agency. The Director will also be expected to represent IEUA at community outreach, stakeholder engagement, and public education events as needed.

Education, Experience, and Certifications

Education:

- Graduation from an accredited four-year college or university with a major in civil, mechanical, electrical engineering, or another engineering discipline acceptable to the Agency. A master's degree is highly desirable.

Experience:

- At least ten (10) years of progressively responsible experience in engineering and construction project management, including at least five (5) years at a manager or supervisory level, or an equivalent combination of education, training, and experience.

Certifications/Licenses:

- Registration by the State of California as a Professional Engineer is required.
- Project Management Professional (PMP) certification is desirable.
- A valid California Class C driver's license and the ability to maintain insurability under the Agency's vehicle insurance program are required.

While these represent the formal minimum qualifications, the Agency is seeking a highly seasoned engineering leader with at least 15 years of progressively responsible experience in engineering and construction project management, including leadership of complex projects, staff, consultants, and contractors.

COMPENSATION

The current annual salary range for this position is **$238,482.19 to $290,567.06** and will be dependent upon the qualifications and experience of the selected candidate. In addition, the Agency provides a comprehensive senior management benefits package that includes:

Retirement & Financial

- **CalPERS Pension:** New members are enrolled in the 2.0% @ 62 formula with a 6.75% employee contribution. "Classic" members, or qualifying members of another California public retirement system, are enrolled in the 2.0% @ 55 formula with a 7% employee contribution.
- **Social Security & Medicare:** The Agency and the employee each contribute 7.65% of eligible earnings.
- **Deferred Compensation:** A 457(b) plan is available through Empower Retirement with an Agency match of up to $70 per pay period. A 401(a) defined contribution/profit sharing plan is also available to new employees.

Health & Wellness

- **Medical Insurance:** Offered through CalPERS. The Agency provides a monthly contribution of $2,300 for Unrepresented Management employees.
- **Dental & Vision:** Enrollment in one of two dental plans is mandatory. Voluntary vision insurance is offered through EyeMed.
- **Life and AD&D Insurance:** Unrepresented Management employees are provided with an Agency-paid $90,000 Term Life and AD&D policy.
- **Disability:** Short-term disability is provided through California SDI. Long-term disability is Agency-paid and provides 60% of the first $10,000 of monthly salary after a 365-day waiting period.
- **Wellness Stipend:** Eligible employees receive a $500 wellness stipend per calendar year, paid every twenty-fifth (25th) pay period.

Paid Time Off

- **Holidays:** The Agency provides 12 paid holidays annually. Unrepresented Management employees receive an additional 10 floating holidays per fiscal year.
- **Vacation:** New employees accrue 80 hours of vacation leave per year, increasing with length of service up to 200 hours annually.
- **Sick & Bereavement:** Employees accrue 96 hours of sick leave annually and may receive up to five workdays of paid bereavement leave for the death of an immediate or extended family member.

Work-Life & Professional Development

- **Work Schedule:** The Agency operates on a 4/10 work schedule, and classifications at this level are expected to be on-site full time.
- **Education & Professional Development:** The Agency may reimburse up to $5,250 per fiscal year for work-related educational expenses. Costs for certifications, licenses, and professional memberships may also be covered.
- **Additional Perks:** Unrepresented Management receive a monthly vehicle allowance of $400 per month. Eligible employees can also access an interest-free computer loan of up to $3,000.

HOW TO APPLY

Please apply online **as soon as possible** at:

www.alliancerc.com

For questions, inquiries or candidate recommendations, please contact:

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