

ACWD

ALAMEDR COUNTY WATER DISTRICT

CAREER OPPORTUNITY

DIRECTOR OF WATER RESOURCES

LEAD THE FUTURE OF WATER RESOURCES

350,000
CUSTOMERS SERVED

960 MILES
PIPELINE NETWORK

$204M
APPROX. ANNUAL BUDGET

ANNUAL SALARY RANGE

$259,272 - $315,147

FINAL FILING DATE:
Monday, December 28, 2026 at 5:00 p.m. PST

FREMONT, CALIFORNIA • HEART OF THE SAN FRANCISCO BAY AREA

THE COMMUNITY

Located in southern Alameda County at the center of the San Francisco Bay Area, Fremont, Newark, and Union City form a vibrant Tri-City community and an outstanding place to live, work, and do business.

Together, the three cities offer diverse and welcoming neighborhoods, strong schools, a dynamic mix of established employers and innovative businesses, and abundant recreational and cultural opportunities. Each city has its own character, while their shared connections create a thriving regional community.

AN IDEAL LOCATION

The Tri-City area offers convenient access to the greater Bay Area and beyond through an extensive transportation network, including Interstates 680 and 880; regional rail services such as Altamont Commuter Express (ACE), Amtrak Capitol Corridor, and Bay Area Rapid Transit (BART); and nearby San Jose, Oakland, and San Francisco international airports.

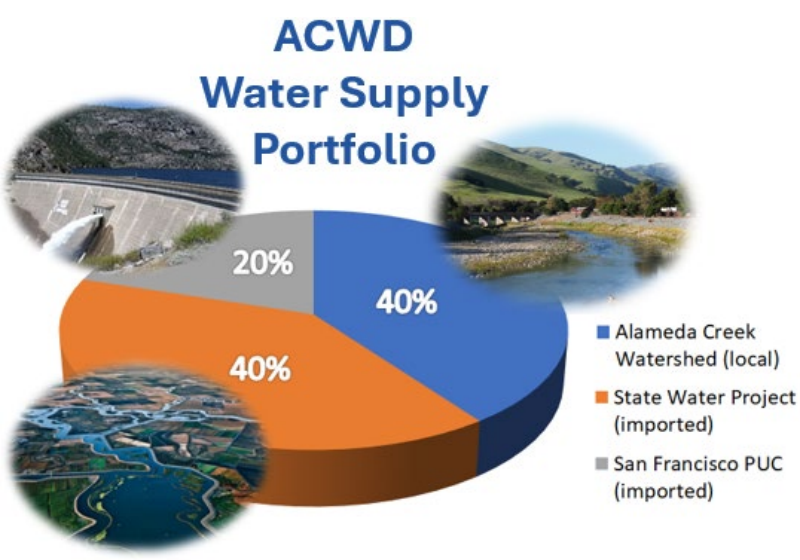
Residents throughout The Tri-City area enjoy an extensive network of parks, trails, community facilities, and open spaces stretching from the San Francisco Bay shoreline to the hills of the Diablo Range. The area's recreational and cultural destinations, historic communities, neighborhood events, and convenient access to regional attractions contribute to a high quality of life across all three communities.

THE DISTRICT

The Alameda County Water District (ACWD) is a special-purpose public agency providing drinking water to more than 350,000 people in Fremont, Newark, and Union City in the greater San Francisco Bay Area.

ACWD supplies and treats water from three primary sources:

- State Water Project water delivered through the South Bay Aqueduct.
- Hetch Hetchy water and treated local water purchased from the San Francisco Public Utilities Commission.
- Groundwater from an aquifer recharged by natural Alameda Creek runoff and imported water supplies.



ACWD maintains an extensive water infrastructure system consisting of three major water production facilities, more than 960 miles of distribution and transmission pipelines and 13 tanks and reservoirs. The District recently implemented Advanced Metering Infrastructure (AMI) across each of its 88,000 water services and installed 4.5 MW of solar arrays at District facilities.

The District's annual average water demand is 36 million gallons per day. ACWD employs 242 employees and operates with an annual budget of approximately $204 million. The District is headquartered in Fremont, California.

For additional information, visit www.acwd.org.



OUR MISSION

It is the mission of the Alameda County Water District to provide our customers with reliable, sustainable, high-quality water service at a reasonable price.

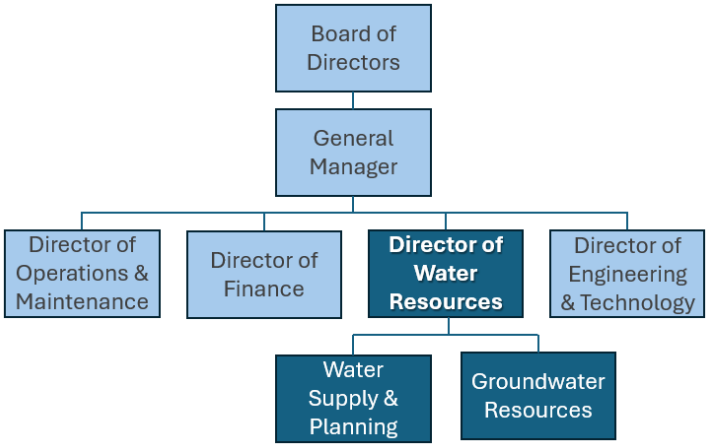
To fulfill this mission, we will:

- Provide prompt, courteous, and responsive customer service.
- Ensure that sound, responsible financial management practices are observed in the conduct of District business.
- Plan, design, and operate District facilities efficiently, effectively, and safely, bearing in mind our responsibility to be a good neighbor and a good steward of the environment.
- Promote ethical behavior in the conduct of District affairs and facilitate the public's involvement in the planning and development of District policy.
- Recruit and retain a qualified, productive workforce and maintain a workplace environment where diversity and excellence are valued and where creativity, teamwork, and open communication are actively encouraged.

THE POSITION

The Director of Water Resources is a single-position department head classification responsible for directing the District's water resources activities.

Under general administrative direction and within an established framework of organizational goals and objectives, the Director provides leadership and oversight for programs involving long-range water supply and resiliency planning, integrated water resources management, groundwater sustainability and conjunctive use programs, alternative water supply development, drought preparedness and emergency response planning, climate adaptation, demand and conservation management, groundwater and Alameda Creek watershed management and operations, regulatory and environmental compliance; and regional and interagency water resource coordination.



The Director serves as a key member of the District executive leadership team and may represent the District in regional, state, and federal policy discussions, multi-agency partnerships, and water resource negotiations.

The Director of Water Resources reports to the General Manager, who serves as the District's chief executive and is responsible for the effectiveness of all District operations.

THE IDEAL CANDIDATE

ACWD is seeking a principled, strategic, and forward-thinking executive who brings deep water resources expertise, sound judgment, and a strong stewardship ethic. The ideal candidate will anticipate emerging challenges, translate complex issues into practical recommendations, and build trust across the District and with its regional partners.



THE IDEAL CANDIDATE BRINGS:

- **Integrity and stewardship.** Demonstrates high ethical standards and a strong commitment to responsible stewardship of the District's water resources, public trust, and environmental responsibilities.
- **Deep water resources expertise.** Offers broad knowledge of California water systems and issues, including water rights, supply planning, groundwater and watershed management, conservation, drought preparedness, climate resilience, policy, regulation, and environmental compliance. Leadership experience in a water utility, special district, or similarly complex public agency is highly desirable.
- **Strategic and forward-thinking leadership.** Anticipates water supply, regulatory, environmental, and climate-related challenges; recognizes emerging industry trends; and provides practical, actionable recommendations that advance long-term reliability, resilience, and sustainability.
- **A collaborative, trusted-advisor approach.** Builds credibility with the General Manager and Board of Directors, works effectively with the Executive Management Team and across departments, and develops strong relationships with partner agencies, regulators, and key stakeholders. Brings political awareness and diplomacy to regional and interagency settings.
- **Innovation and a solutions mindset.** Has a demonstrated record of advancing complex water resources initiatives, improving programs and processes, and leading thoughtful change while maintaining collaboration and organizational alignment.
- **Sound judgment and executive presence.** Is detail-oriented, decisive, calm, and resilient; communicates complex matters clearly; and remains effective under pressure.

TYPICAL QUALIFICATIONS

Any combination of education and experience that would likely provide the required knowledge, skills, and abilities is qualifying.

A typical way to obtain the necessary qualifications is:

- A bachelor's degree from an accredited college or university with a major in engineering, water resources planning and management, or a related field; and
- Eight (8) years of full-time professional engineering or water resources planning and management experience, including at least four (4) years in a supervisory capacity.

Registration as a Professional Engineer in the State of California is desirable.

KNOWLEDGE OF

- Water resources engineering principles, terminology, practices, and methods applicable to water utilities.
- Water supply and groundwater production systems.
- Watershed management.
- Principles of organizational management and administration.
- California water policy, history, and politics.
- Principles of integrated water resources management.
- Environmental requirements related to water resources.
- Climate change adaptation and resilience planning.
- Sustainable water resource development.
- Water rights and regulatory frameworks.
- Grant administration and funding mechanisms.
- Strategic planning.
- Multi-agency collaboration and partnership development.

SKILL AND ABILITY TO

- Plan, organize, and direct comprehensive water resources and watershed management programs.
- Analyze, interpret, and apply information.
- Evaluate alternative courses of action and develop sound recommendations.
- Understand and implement applicable laws, regulations, policies, and procedures.
- Prepare and make verbal presentations of technical material to technical and non-technical audiences.
- Advocate effectively on behalf of the District in public, regulatory, and legislative settings.
- Build collaborative partnerships with governmental agencies, regulators, stakeholders, and community organizations.

This section represents only a portion of the knowledge and skills required for this position. For a complete list of qualifications, knowledge, and skills, please visit the ACWD website at www.acwd.org.

ADDITIONAL REQUIREMENTS

Must possess a valid California driver's license and have a satisfactory driving record.

COMPENSATION AND BENEFITS

The Alameda County Water District offers an excellent compensation and benefits program.

$259,272 – $315,147 annually

RETIREMENT

The District provides a defined-benefit pension plan through the California Public Employees' Retirement System (CalPERS).

MEDICAL INSURANCE

Employees may choose from HMO and PPO medical insurance plans. Refer to the District's Benefits Guide for additional information.

DEFERRED COMPENSATION

The District offers a 457(b) Deferred Compensation Plan. A 401(a) Plan is also available to receive the District's matching contributions to employee contributions.

Effective April 13, 2025, the District matches employee contributions as follows:

- Classic Members: Up to $2,250 annually in the 401(a) Plan.
- PEPRA Members: Up to $6,250 annually in the 401(a) Plan, on behalf of the employee.



Effective with calendar year 2030, District matching contributions will be $1,000 for Classic Members and $5,000 for PEPRA Members. Employees must contribute to the 457 Plan to receive the District's matching contribution.

LIFE INSURANCE

The District provides Basic Life Insurance coverage equal to one and one-half (1.5) times annual salary, up to a maximum benefit of $525,000.

PAID HOLIDAYS

12 holidays per year.

VACATION

10 days during the first year.

SICK LEAVE

96 hours per year.

FLEXIBLE SPENDING ACCOUNTS

Employees may set aside pre-tax funds to pay for eligible medical and/or dependent care expenses.

ALTERNATIVE WORK SCHEDULE

The District offers an alternative work schedule.

RETIREE HEALTH SAVINGS PLAN

The District contributes $2,558 annually to a Retiree Health Savings Plan.

HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your application and supplemental responses online at: **www.acwd.org/jobs**

Applications must be submitted by Monday, December 28, 2026, at 5:00 p.m. PST.

Following the submittal date, applications will be screened based on the qualifications outlined in this brochure. The most qualified candidates will be invited to participate in a virtual interview and subsequent selection process.

Interviews are tentatively scheduled for early January 2027.

QUESTIONS?

For additional information about this position, please contact:

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