

CAREER OPPORTUNITY



MARIN MUNICIPAL
WATER DISTRICT

NATURAL RESOURCES PROGRAM MANAGER - FISHERIES

SALARY RANGE: \$9,957.00 - \$12,200.00 PER MONTH
(\$119,484 - \$146,400 ANNUALLY) DOQ/DOE

The Marin Municipal Water District (District) is recruiting for a Natural Resources Program Manager who will be assigned to the District's Fisheries Program. This mid-management class serves as a subject matter expert and program manager with responsibility for directing District staff and consultants in activities involved with natural resource management, environmental planning, regulatory compliance, fisheries monitoring, and stream restoration design and implementation. This key manager will lead all aspects of the District's Lagunitas Stewardship Plan. The ideal candidate will have effective oral and written communication skills necessary to develop and maintain lasting partnerships with resource

agencies, government entities and community representatives, and keep partners informed and engaged. He/she will have in depth knowledge of fisheries stewardship with experience complying with drinking water and environmental regulations and will possess a proven track record of representing an organization's interests while facilitating regional environmental stewardship initiatives.

THE DISTRICT:

The District is a medium sized, municipal, water agency with a Board of Directors/ General Manager form of government, 240 full time employees and a \$105,000,000 combined annual operating and capital budget for FY 2020. Annually, the District delivers water to

190,000 residents and businesses in the central and southern portions of Marin County and has stewardship responsibilities for 21,000 acres of pristine watershed lands on Mt. Tam. The District operates seven water supply reservoir in Marin County, five of which are within the Lagunitas Creek Watershed.

THE JOB:

This is a mid-management level job class. This manager is responsible for the following:

- Manages all aspects of the District's Lagunitas Stewardship Plan and all fisheries and aquatic resource management in watersheds within the District's sphere of influence;
- Analyzes, implements, and monitors the District's watershed management operations in relation to fisheries and aquatic resources, wildlife, hydrology, geomorphic conditions, and other environmental factors;
- Conducts environmental review for projects and programs in coordination with the District's Division and Department Managers pursuant to local, state and federal laws, policies and regulations, acquires regulatory permits and clearances, provides environmental consultation and services;
- Leads planning of fisheries habitat and stream restoration projects; manages the implementation of habitat restoration projects, including permitting and compliance, and long-term monitoring plans;
- Manages fisheries monitoring programs, field activities, safety, and equipment; conducts aquatic resource surveys and analyzes species census data to determine population status and trends; identifies, analyzes, and catalogs field specimens;
- Coordinates biological monitoring responses to water infrastructure discharges into waterways, analyzes location of discharge, directs field staff regarding fisheries and aquatic resource monitoring requirements, and as needed responds to discharges within sensitive creeks to document impacts to aquatic resources;
- Prepares and administers grant applications relating to planning and implementing projects within watershed in the District's sphere of influence; conducts environmental assessments to inform project planning, develops resource agency permit applications, and communicates project details with agency partners;
- Directs and participates in the development, negotiation, and administration of contract services, monitors the work of contractors and consultants, reviews and approves payments, and implements appropriate contractual changes;
- Provides professional level staff support to a variety of boards, commissions, and committees; prepares and presents reports and other necessary correspondence to stakeholder groups and resources agencies;
- Coordinates the Lagunitas Technical Advisory Committee (TAC); assists with the administration of TAC meetings.

MINIMUM QUALIFICATIONS: Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

- **EDUCATION:** Completion of a Bachelor's degree or preferably a Master's degree from an accredited college or university with major course work in biology, forestry, environmental science, ecology, hydrology, fisheries biology, natural resources management, or a related science **AND**
- **EXPERIENCE:** Four years of increasingly responsible experience in the analysis, formulation, or implementation of natural resources management, fisheries planning and monitoring, or watershed and wildland protection programs, with at least two years in a lead or supervisor role of a natural resources, watershed, or park maintenance staff.





OTHER REQUIREMENTS:

- Per California Government Code, Title 1, Division 4, Chapter 8, Section 3100 “all public employees are hereby declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law.” (Ref: California Government Code, Title 1, Division 4, Chapter 8, Sections 3100- 3109);
- Possession of an appropriate California driver's license issued by the State Department of Motor Vehicles and satisfactory driving record;
- First Aid and CPR certificates to be obtained within the first six months of employment;
- Willingness to wear prescribed uniform;
- Willingness to work alternate work schedules and overtime as necessitated by changes in operating conditions.

COMPENSATION & BENEFITS

The District offers an attractive compensation and benefits program. The salary range for this position is \$9,957.00 - \$12,200.00 PER MONTH (\$119,484 - \$146,400 ANNUALLY) DOQ/DOE

Retirement: *MMWD is a member of the California Public Employees Retirement System (CalPERS), which offers reciprocity between agencies in the 37 Act County System.*

Classic employees – 2.7% @ 55 formula, highest 3 year average compensation. Employees contribute 8%.

PEPRA employees – hired after 1/1/13 or Classic employees with 6 month break in service are eligible for a 2% @ 62 formula, highest 3 year average compensation. Effective July 1, 2020 the employee contribution rate will be 6.25% of salary (subject to change). All provisions shall be as required by PEPRA.

Health Insurance: *CalPERS health care, which makes available a variety of medical plans. The premium contribution made by MMWD for 2020 is \$868.98 employee only; \$1,737.96 employee + 1 or more; opt out-payment of \$100 per pay period.*

Dental: *Dental insurance is available to employees and their families.*

The District offers additional benefits to include Administrative Leave, Deferred Comp (employee option), Life and Long-Term Disability Insurance, vacation, sick leave, holidays and more.

See the District's website for more information at: <http://marinwater.org/DocumentCenter/View/754/Mid-Managers-Benefit-Summary-2020>

SELECTION PROCESS:

The process may include a panel interview and a final interview. Only those candidates with the best combination of qualifications in relation to the requirements and duties of the position will continue in the selections process.

HOW TO APPLY:

Open until filled.

For first consideration, apply by 5 p.m.

Monday, August 3, 2020.

TIMELINE:

Tentative oral board date August 13, 2020
Tentative final interview date August 20, 2020**

Please hold these dates on your calendar.

**Dates are tentative and subject to change.*

Apply online at Calopps.org :

[Click Here for the Natural Resources Program Manager - Fisheries Job Opportunity](#)



RECRUITER CONTACT:

Kelly Gerhardt
Sr. Human Resources Analyst
kgerhardt@marinwater.org
(415) 945-1441

- To be considered for this position you must submit a completed application, cover letter and resume.
- Complete and submit the supplemental questionnaire.