THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

ASSISTANT GENERAL MANAGER

ENGINEERING & TECHNICAL RESOURCES

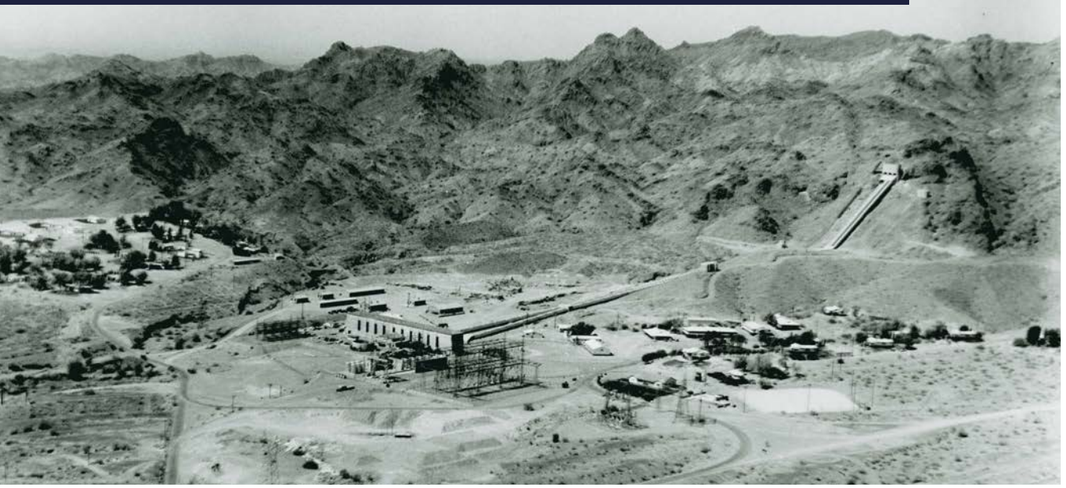
The Metropolitan Water District of **Southern California**

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The Opportunity

Few positions in the water industry offer the opportunity to influence decisions on this scale and consequence. As Metropolitan navigates a changing Colorado River, the future of State Water Project supplies, major investments in regional water resilience, and an ambitious capital program, the next Assistant General Manager will help shape how Southern California provides reliable water to 19 million people for decades to come. This is an exceptional opportunity for an accomplished water leader to join Metropolitan's executive team at a pivotal moment and help define the region's water future.







About Metropolitan

The Metropolitan Water District of Southern California is a state-established cooperative that, together with its 26 member agencies, provides water to approximately 19 million people across six counties. Metropolitan imports water from the Colorado River and Northern California to supplement local supplies while supporting conservation, recycling, storage, groundwater recovery and other resource-management programs throughout the region. Its service area encompasses approximately 5,200 square miles across portions of Los Angeles, Orange, Riverside, San Bernardino, San Diego and Ventura counties. Metropolitan is governed by a 38-member Board of Directors representing its 26 member agencies.

Metropolitan was established to secure Southern California's share of Colorado River water and to construct and operate the Colorado River Aqueduct (CRA). The 242-mile aqueduct carries water from Lake Havasu on the California-Arizona border to Metropolitan's Lake Mathews reservoir in Riverside County. Today, the CRA is part of an extensive regional water system owned and operated by Metropolitan that includes 15 hydroelectric facilities, nine reservoirs, approximately 830 miles of large-scale pipelines, and five water treatment plants.

Metropolitan further diversified Southern California's water supply in 1960 when it entered into a long-term contract with the California Department of Water Resources to participate in the State Water Project (SWP). The SWP, the nation's largest state-built, user-financed water supply and conveyance system, transports water from Northern California to communities throughout the state. Metropolitan is entitled to slightly less than half of the SWP's contracted supplies, which reach Southern California through the 444-mile California Aqueduct.

Beyond its imported supplies, Metropolitan has developed a diverse portfolio of strategies to strengthen the region's long-term water reliability. These include groundwater banking partnerships and water-transfer agreements both within and outside its service area, as well as financial incentives that help member agencies invest in local water-management projects and programs. Conservation, water recycling, groundwater recovery and other locally developed resources now play an increasingly important role in Southern California's overall water supply, complementing Metropolitan's imported water and helping the region adapt to changing conditions.

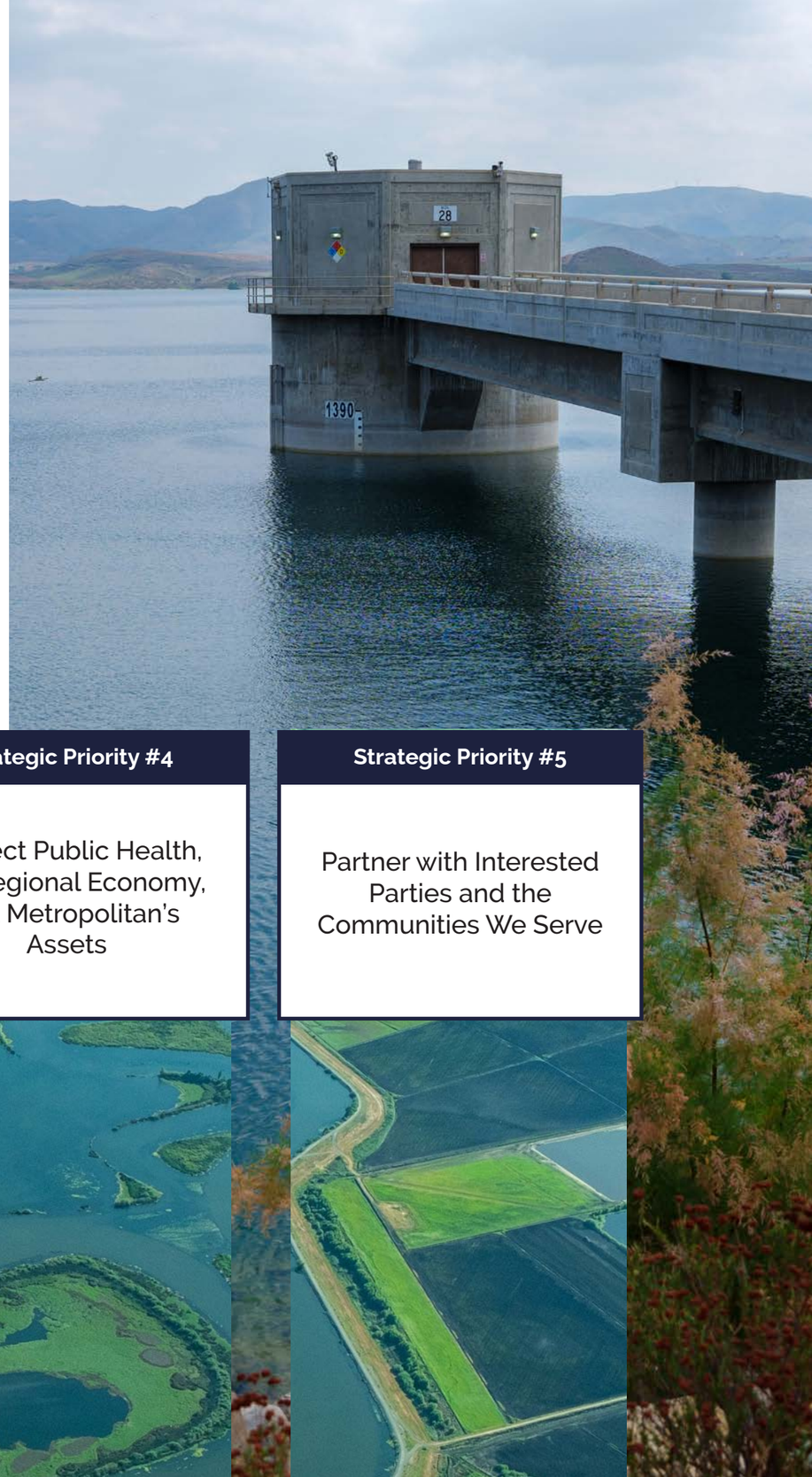
The Organization

The Board of Directors appoints a General Manager who serves as the Chief Executive Officer of Metropolitan. Its four divisions are each led by an Assistant General Manager. Reporting to the Assistant General Managers are Group Managers, who are each responsible for a functional area of the organization. Together, the agency has nearly 1,800 employees and an annual budget of $2.75 billion.

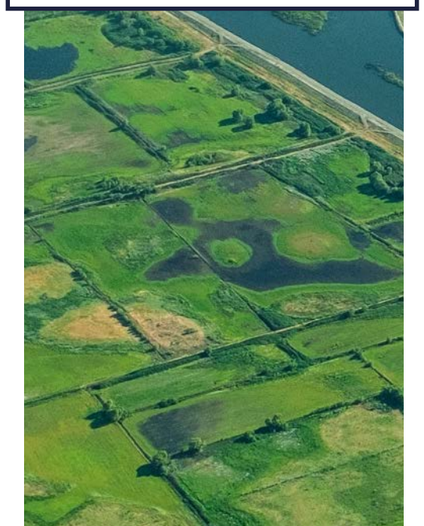
Five strategic priorities support Metropolitan's mission, focusing on areas of change and opportunity that will strengthen the organization and its readiness for the coming century.

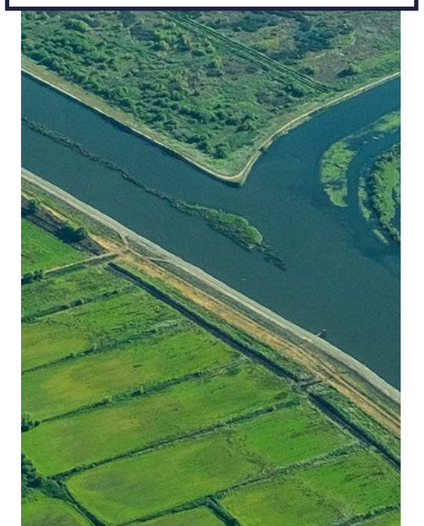
$2.75B
Annual Budget

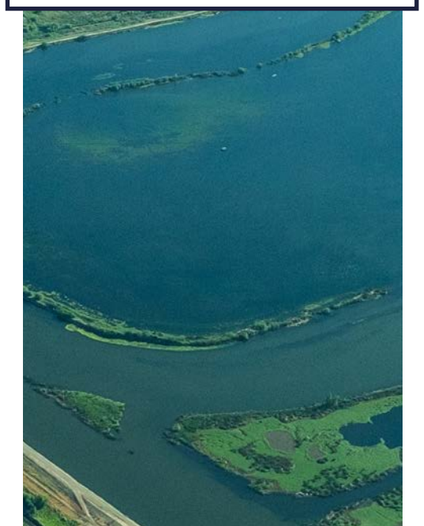
1,800
Employees



Strategic Priority #1	Strategic Priority #2	Strategic Priority #3	Strategic Priority #4	Strategic Priority #5
Empower the Workforce and Promote Diversity, Equity and Inclusion	Sustain Metropolitan's Mission with a Strengthened Business Model	Adapt to Changing Climate and Water Resources	Protect Public Health, the Regional Economy, and Metropolitan's Assets	Partner with Interested Parties and the Communities We Serve









The Position: AGM of Engineering & Technical Resources

Reporting directly to the General Manager, the Assistant General Manager of Engineering and Technical Resources serves as a key member of Metropolitan's executive leadership team, providing strategic direction and oversight across Water Resource Management, Engineering, Sustainability, Resilience and Innovation, and Bay-Delta Initiatives. The AGM helps shape Metropolitan's long-term strategy while ensuring these critical functions are effectively integrated, adequately resourced, and aligned with the organization's mission and business plan. Serving as a trusted advisor to the General Manager and the Board of Directors, the AGM provides leadership on complex issues affecting Metropolitan's water supplies, infrastructure, resilience, and long-term reliability.

Key responsibilities include:

Executive Leadership & Strategic Integration: Establishes goals and priorities across multiple interrelated functions and works with senior leaders to integrate water resources, engineering, infrastructure, and resilience initiatives. Partners with the General Manager and executive team on policies, business plans, and enterprise-wide decisions affecting Metropolitan's current performance and long-term direction.

Organizational & People Leadership: Leads and supports senior managers responsible for highly technical and professional functions, establishing clear expectations and accountability while developing an organizational structure capable of responding to Metropolitan's evolving business needs.

Water Resources Strategy & Reliability: Provides executive leadership for Metropolitan's water resource planning and long-term supply objectives, helping position the organization to address changing hydrologic, regulatory, environmental, and operational conditions. Guides strategies and initiatives that strengthen long-term water supply reliability and support Metropolitan's broader regional mission.

Sustainability, Resilience & Climate Adaptation: Leads the integration of sustainability, resilience, and climate adaptation into water resource planning, engineering, infrastructure, and enterprise technical systems. Advances strategies that prepare Metropolitan for evolving conditions and strengthen the long-term resilience of its water system.

Bay-Delta Initiatives: Provides executive oversight of Metropolitan's Bay-Delta initiatives and helps advance strategies affecting the reliability and sustainability of State Water Project supplies, coordinating these efforts with Metropolitan's broader water resource priorities.

Engineering & Infrastructure: Provides strategic oversight of Metropolitan's Capital Improvement Program including engineering and infrastructure programs, as well as ensuring that priorities, resources, and technical activities support infrastructure reliability, sound asset management, and successful execution of Metropolitan's capital and operational objectives.

Financial & Program Stewardship: Oversees operating and capital budgets for assigned functions and ensures resources are strategically allocated and effectively managed. Maintains accountability for regulatory compliance, fiscal stewardship, program execution, and the responsible use of public resources.

External Representation & Partnerships: Represents Metropolitan with member agencies, regulatory agencies, industry associations, technical organizations, elected officials, and other external stakeholders. Builds collaborative relationships and communicates Metropolitan's interests on complex water resource, infrastructure, engineering, and technical matters.

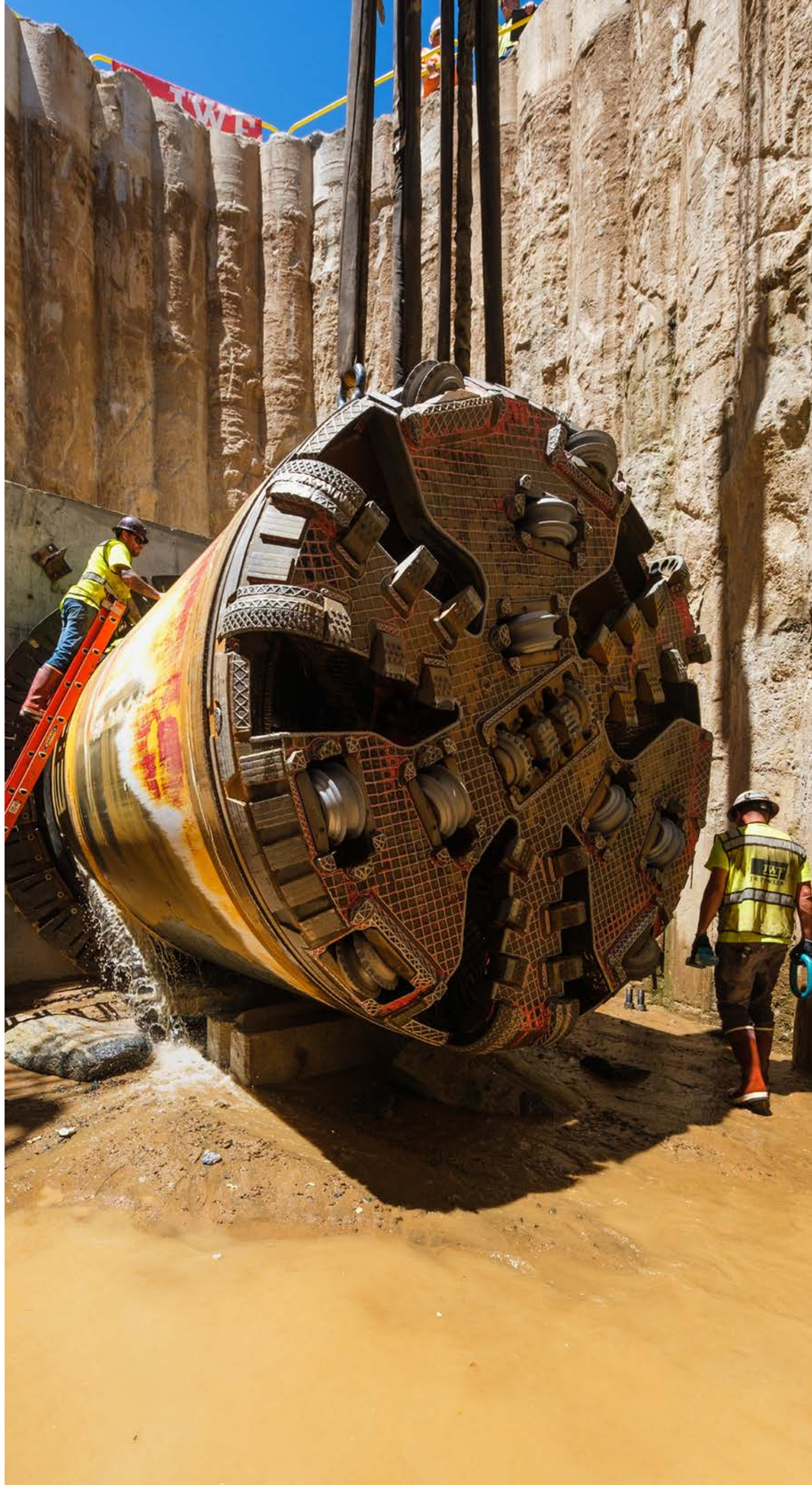
Challenges & Opportunities

The next Assistant General Manager will join Metropolitan at a consequential time for the organization and for water throughout Southern California. An ambitious capital program, major investments in new and existing water supplies, and long-term planning for an increasingly uncertain climate creates both extraordinary opportunity and complexity. Among the most significant priorities awaiting the next Assistant General Manager are:

Delivering an Ambitious Capital Improvement Program: Metropolitan has embarked upon an aggressive, Board-supported two-year Capital Improvement Program valued at approximately $1 billion. With 400 to 500 projects underway at any given time, successful delivery requires much more than engineering expertise. The Assistant General Manager will help ensure that projects are appropriately prioritized, sequenced, funded, and executed while maintaining the reliability of Metropolitan's vast existing system. Balancing immediate infrastructure needs with long-term investments and ensuring that Metropolitan deploys its resources where they will provide the greatest benefit, will be an important leadership responsibility.

Advancing Transformational Water Supply Initiatives: Building greater drought resilience and diversifying Southern California's water supplies are central to Metropolitan's future. Among the most significant opportunities is the Pure Water Southern California program, an envisioned $8–10 billion regional water recycling initiative being developed collaboratively with the Los Angeles County Sanitation Districts. The program would purify water currently discharged to the Pacific Ocean and create a significant new local source of supply. Considerable planning has already occurred, but important technical, financial, governance, and policy decisions remain before the program can move forward. The Assistant General Manager will have an important role in helping advance this and other drought-resilience initiatives while building understanding and support among Metropolitan's many partners and stakeholders.

Shaping Metropolitan's Long-Term Water Future: Metropolitan's Climate Adaptation Master Plan provides a framework for evaluating future investments through a broader lens that includes water reliability, affordability, equity, and sustainability. With implementation still evolving, the next Assistant General Manager will have an opportunity to help refine the approach and translate long-range strategy into disciplined investment decisions. At the same time, Metropolitan is a major participant in potentially consequential projects including Delta Conveyance and Sites Reservoir, requiring continued evaluation of their role in the region's future water portfolio. With 26 member agencies bringing different needs, priorities, and local initiatives to the table, the challenge will be to maintain broad engagement and support while keeping Metropolitan focused on investments that best advance its regional mission.





Ideal Candidate

The ideal candidate for Assistant General Manager will be a sophisticated water industry executive who brings broad organizational perspective, sound judgment, and the ability to lead across highly technical and multidisciplinary functions. The strongest candidates will bring a solid foundation in California water, with significant water resources experience particularly valued. While experience spanning both water resources and engineering would be ideal, Metropolitan is seeking an executive leader rather than simply a technical expert – someone who can provide strategic direction, build relationships, and effectively represent the organization and General Manager. The following attributes are keys to success:

Executive Leadership and Team Development: The Assistant General Manager will inherit strong, experienced teams, while also navigating upcoming retirements, succession, and opportunities for management coaching and development. The successful candidate will be a "people person" who listens well, remains open to ideas, and creates an environment in which talented professionals can succeed. They will be comfortable leading leaders, setting clear expectations, developing managers, and preserving institutional knowledge while positioning the organization for its next generation of leadership.

Water Resources Expertise: Metropolitan's two principal imported water supplies, the Colorado River and State Water Project, are confronting consequential questions involving drought, regulatory constraints, infrastructure investment, and long-term reliability. The ideal candidate will be fluent in contemporary California and western water issues and able to translate complex technical, political, environmental, and economic considerations into sound strategy and actionable advice. Experience may come from water resources management, engineering, environmental planning, economics, or another complementary discipline, with substantial water resources knowledge considered especially important.

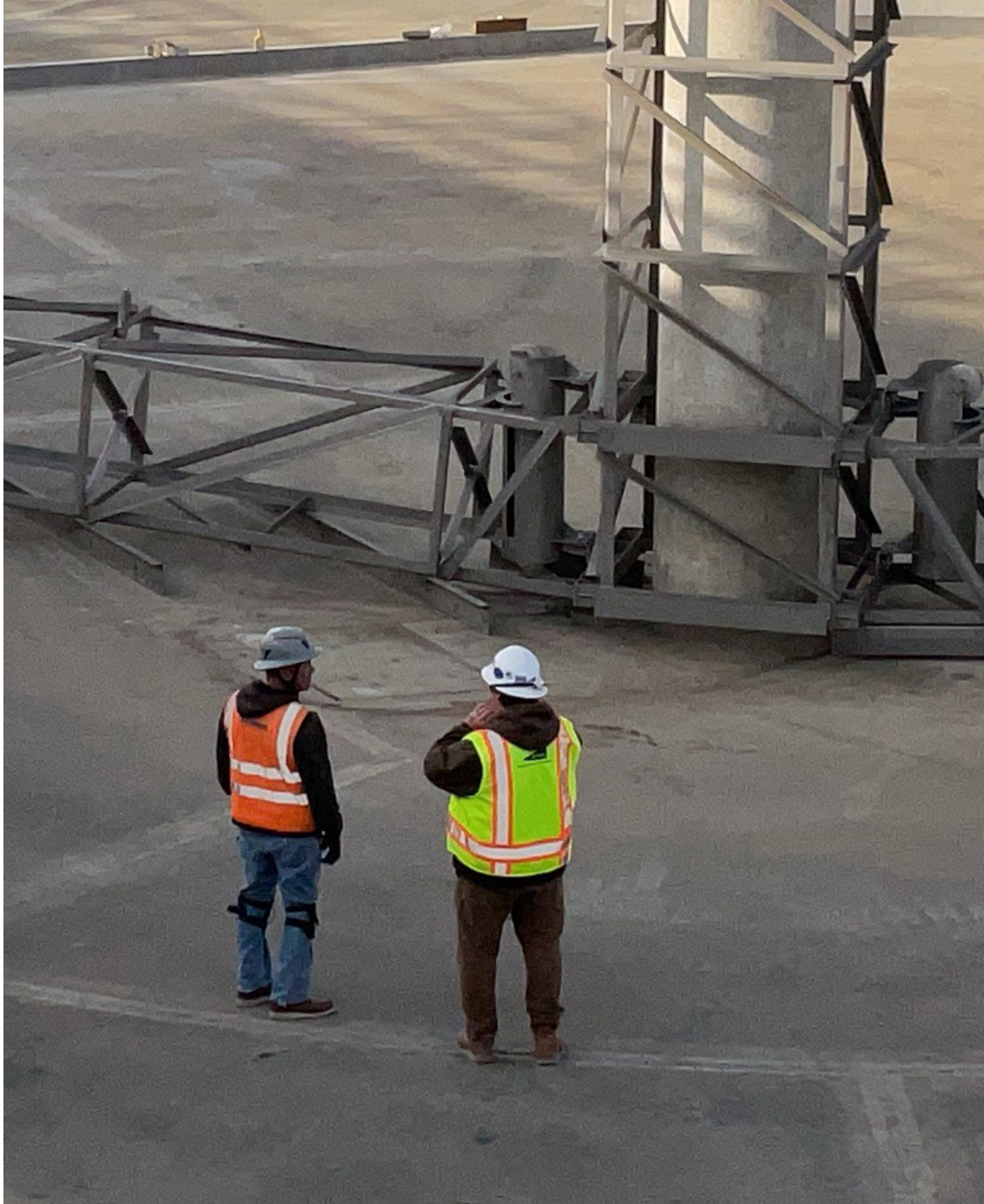
Strategic and Politically Astute Leadership: This is a pivotal time for Metropolitan and water throughout the West. The successful candidate will understand Metropolitan's goals and strategies while also seeing the larger political, regulatory, and resource environment in which the organization operates. They will help lead long-range planning, bring clarity to complex issues, and help others understand both the vision and the path forward. Decisions involving Delta conveyance, Sites Reservoir, and the future of the Colorado River will require an executive who can assess alternatives, recognize competing interests, anticipate implications, and provide thoughtful, candid advice.

Ideal Candidate *(Continued)*

Board Savvy and Executive Presence: With a large and diverse Board representing Metropolitan's member agencies, the Assistant General Manager will have significant interaction with directors and must be comfortable representing Metropolitan at the highest levels. The successful candidate will communicate sophisticated issues clearly to audiences with varying levels of technical expertise, anticipate questions and concerns, and help staff frame complex matters into meaningful policy questions for Board consideration. This individual must earn the confidence necessary to serve as a trusted advisor to the General Manager, and, when needed, effectively step in on the General Manager's behalf.

Enterprise Perspective: The portfolio is unusually broad, encompassing Engineering, Water Resources, Sustainability, Resilience and Innovation, including environmental planning and significant property-management responsibilities. The position also provides executive oversight of Metropolitan's substantial Capital Improvement Program. The ideal candidate will have sufficient technical and organizational breadth to lead across these disciplines, recognizing when to rely on subject-matter experts while maintaining accountability and ensuring that decisions advance Metropolitan's larger objectives.

Collaboration, Humility and Responsiveness: Metropolitan is seeking an executive who works across organizational boundaries without silos or territorialism. The successful candidate will be approachable, highly responsive, collaborative, and willing to listen before reaching conclusions. They will bring humility to recognize and draw upon the expertise of others, while having the confidence to make decisions and offer candid counsel when necessary. Just as importantly, they will develop productive relationships throughout Metropolitan and with member agencies, water industry partners, government entities, and other external stakeholders.



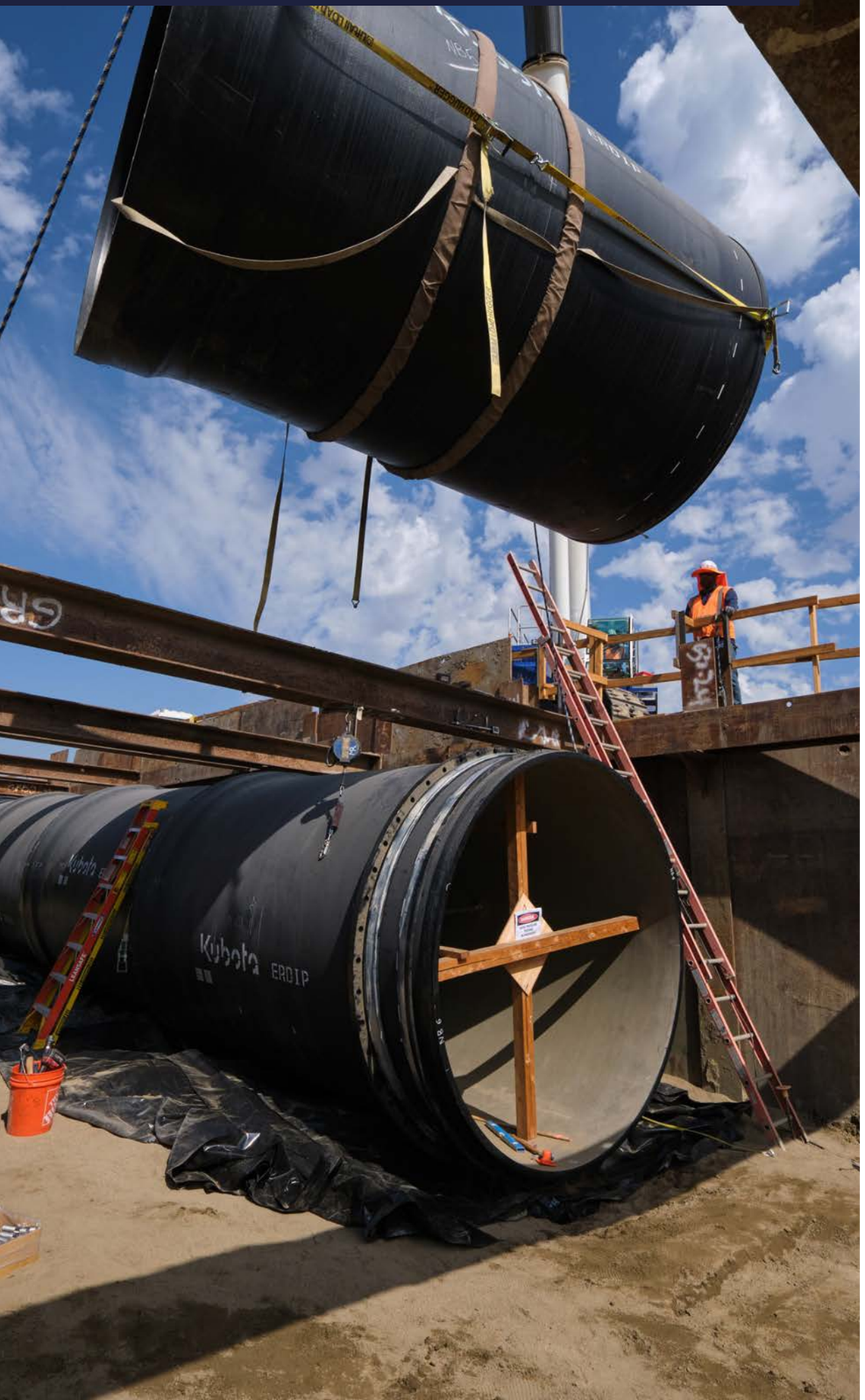
Qualifications

The following are the minimum requirements for the position of Assistant General Manager:

Education: A Bachelor's degree from an accredited college or university in a related field. An advanced degree can substitute for two of the ten required years of experience.

Experience: Ten years of increasingly responsible public sector, water industry, public utility or related experience, including six years management and supervision of professional and technical staff in a field related to the assignment.





Salary & Benefits

The hiring range for the Assistant General Manager is **$309,774 - $423,197** dependent on qualifications. In addition, an excellent executive benefit package is outlined below. Key benefits include:

Retirement: Retirement is provided through CalPERS. Classic CalPERS members may be eligible for the 2% @ 55 formula with an employee contribution of 7%, while PEPRA members are eligible for the 2% @ 62 formula with an employee contribution of 8%. Retiree medical is provided by CalPERS to retirees after ten years of CalPERS service with at least five years with Metropolitan, under the 10/20 vesting schedule.

Deferred Compensation: Metropolitan provides a 401(k) plan with a dollar-for-dollar employer match, up to 4.5% of earnings. A 457(b) plan is also available, without employer match, but employees can participate and defer earnings in both plans, if desired.

Social Security: Metropolitan does not participate in Social Security.

Medical, Dental, and Vision Insurance: Metropolitan offers employees a choice of eleven medical plans for employees and qualified family members with significant contributions. Dental coverage is provided at no cost to employees and qualified family members. Vision insurance is provided at no cost to employees with an option to add family coverage.

Leave: Metropolitan provides paid leave at the following accrual rates -

- After six months of employment, annual leave accrues at a rate between 10 to 25 days annually.
- 15 observed holidays per calendar year.
- Up to 12 sick days per year.
- 24 hours of personal leave are provided annually, available after six months of employment.
- Exempt Time Off is 40 hours per year, with an additional 40 hours dependent upon performance.

Life Insurance: Metropolitan provides basic life insurance coverage at one times the annual salary, at no cost, with the option to purchase additional coverage.



Application & Selection Process

The deadline to be considered has been extended to **Monday, November 16, 2026**. Interested candidates should submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

Confidential inquiries are welcomed to:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

Metropolitan is an Equal Employment Opportunity (EEO) employer. The Metropolitan Water District of Southern California is committed to fostering an inclusive and respectful workplace for all employees.

Qualified individuals with disabilities who need a reasonable accommodation during the application or selection process, please reach out to the Human Resources Office at (213) 217-7738 or email jobs@mwdh2o.com.

In accordance with applicable laws, we provide religious accommodations for sincerely held religious beliefs, practices, and observances that conflict with work requirements. If you require a religious accommodation during the application, interview, or employment process, please reach out to the EEO Office at (213) 217-5858 or eeooffice@mwdh2o.com. Requests are evaluated on a case-by-case basis.

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