WESA
WATER EMPLOYEE SERVICES AUTHORITY

ELSINORE VALLEY
MUNICIPAL WATER DISTRICT

WATER EMPLOYEE SERVICES AUTHORITY

Water Resources Manager

$191,221- $250,776 annually





The Organization

The Water Employee Services Authority (WESA) was established as a joint powers authority between Elsinore Valley Municipal Water District (EVMWD) and Meeks & Daley, a mutual water company. As a joint powers authority, WESA provides professional water and wastewater staffing services to both agencies.

One Authority. One Team. One Vision.

WESA brings together people, expertise, and operational excellence to support reliable service for a rapidly growing region. As the operational workforce for EVMWD and Meeks & Daley, WESA drives everyday service delivery — from water production to maintenance, treatment, laboratory services, engineering support, finance, accounting, information technology, and customer care. This structure strengthens workforce capability, promotes organizational innovation, and ensures long-term operational stability.

What We Deliver

Every day, we deliver core public services that support public health, economic strength, and environmental stewardship across western Riverside County.

Reliable Water Service

Trustworthy delivery of high-quality drinking water to homes, schools, businesses, and essential services.

Wastewater Management

Safe, modern collection and treatment systems that protect public health and environmental quality.

Recycled Water Programs

Water reuse programs that conserve drinking water supplies and support long-term sustainability.

Water Quality + Compliance

Comprehensive testing and monitoring practices that meet or exceed state and federal standards.

Infrastructure Operations

Extensive pipeline networks, treatment facilities, and maintenance programs built for reliability and future growth.



– By the Numbers –

Service Region:

Western Riverside County + Meeks & Daley service area

Service Population:

163,000+ residents

Service Area:

Nearly 100 square miles

Core Functions:

Water, Wastewater, Recycled Water

Why Join Us

Lead with Purpose. Lead with People.

As Water Resources Manager, you will play a pivotal leadership role in ensuring the long-term reliability, quality, and sustainability of the District's water resources. Reporting to the Director of Water Resources and providing day-to-day leadership to multidisciplinary team of approximately 17 professionals, including 3 direct reports, oversee water resources planning, water systems engineering, water quality/laboratory operations, and wastewater engineering programs. This is a unique opportunity to lead complex and highly visible initiatives involving water supply reliability, groundwater management, regulatory compliance, Infrastructure planning, and regional partnerships, while developing a talented team and helping shape the District's long-term water resources strategy.

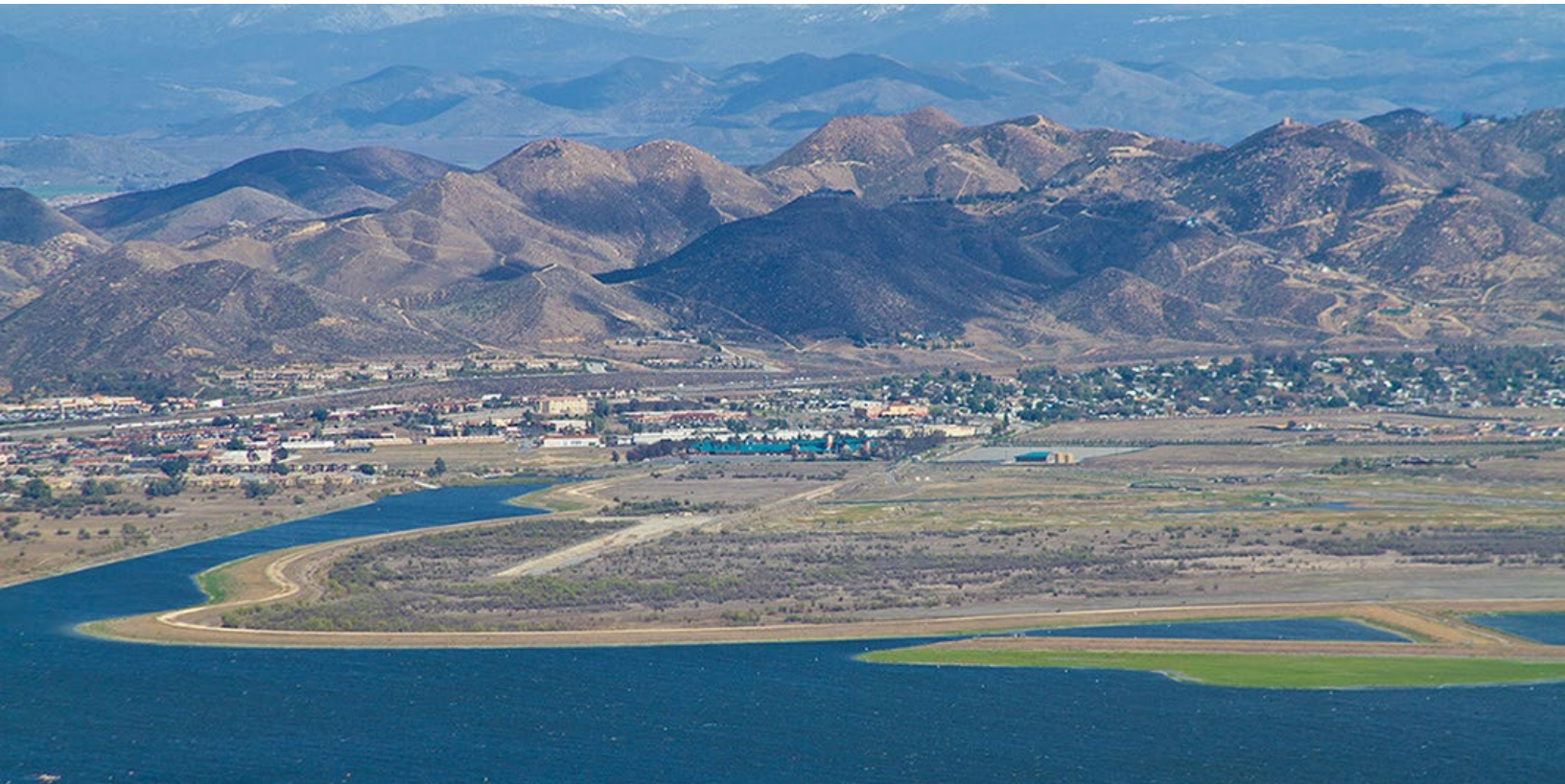
This role provides the opportunity to:

- Lead strategic water resources planning, engineering, water quality, and wastewater programs that support long-term water reliability and sustainability.
- Direct complex capital projects and technical studies from planning and design through construction, implementation, and close-out.
- Build and develop a high-performing team of managers, engineers, scientists, and technical professionals.
- Partner with regulatory agencies, regional stakeholders, and industry organizations to advance water supply, groundwater, recycled water, and compliance objectives
- Drive innovation and continuous improvement in water resources management, regulatory compliance, and operational performance.

Click here for more information about the Water Resources Division

Key Projects & Initiatives

- **Water Resources Program Leadership** – Within the first 90 days, develop and demonstrate working knowledge of the District's Master Plans, Sewer Master Plan, Recycled Water Master Plan, Integrated Resources Plan, Salt and Nutrient Management Plan, Maximum Benefits Program, Groundwater Sustainability Plan, Total Maximum Daily Load Program, and Lake Elsinore Aeration Mixing System. Identify key priorities, regulatory commitments, risks, and opportunities to support strategic decision-making and establish near- and long-term priorities for the division.
- **Groundwater Infrastructure & Capital Planning** – Evaluate and support the District's Well Rehabilitation and Replacement Program, partnering with Engineering and Operations to prioritize projects, assess asset needs, and align program outcomes with long-range capital improvement planning and water supply reliability objectives.
- **Regional Partnerships & Water Resources Representation** – Serve as the District's representative in regional and interagency forums, including the Santa Ana Watershed Project Authority, Groundwater Sustainability Agency groups, and coordination efforts with Meeks and Daley Water Districts, ensuring District interests are effectively represented and incorporated into regional water management initiatives.
- **Performance Management & Regulatory Compliance Reporting** – Develop and implement transparent performance tracking tools, dashboards, and reporting processes to monitor regulatory compliance milestones, water supply reliability, program performance, and project delivery metrics for executive leadership, stakeholders, and public communication.
- **Organizational Capability & Knowledge Transfer** – Establish a water resources training matrix and formal knowledge transfer framework that strengthens employee development, preserves institutional knowledge, supports cross-functional collaboration, and improves long-term organizational resilience.



Governance

Elsinore Valley Municipal Water District is governed by a five-member Board of Directors who are elected to staggered four-year terms by registered voters within their divisions, as defined by the Division boundary map.





The Community

Residents participate in local and seasonal events, community centers, youth programs, and cultural activities that bring neighbors together in a welcoming atmosphere.

- **Scenic Lakeside Living**: Lake Elsinore is Southern California's largest natural freshwater lake, offering year-round water activities like boating, paddleboarding, kayaking, and fishing; complemented by neighboring Canyon Lake, a private recreational lake owned by EVMWD, which provide a built-in lake lifestyle with additional boating, fishing, equestrian center, and waterfront parks for residents.
- **Outdoor Recreation Paradise**: Enjoy easy access to parks, lakefront beaches, hiking and mountain biking in the nearby Cleveland National Forest, and unique local pursuits like hang gliding and skydiving.
- **Recreation & Entertainment**: Catch a baseball game at the Lake Elsinore Diamond stadium, relax at city parks, or explore historic downtown shops and restaurants.
- **Affordability with Growth**: The area features a range of housing options and more attainable home prices compared with many Southern California coastal markets, supporting a balanced lifestyle with access to nature and city amenities
- **Convenient Location & Commute**: Positioned along the I-15 corridor, you'll find easy access to:
  - **Riverside** (35 minutes)
  - **Anaheim / Orange County** (50 minutes)
  - **Los Angeles** (1.25 hours)
  - **San Diego** (1.25 hours)

Ideal Candidate

Strategic Water Resources Leader

- The ideal candidate is a collaborative and forward-thinking leader who possesses deep expertise in water resources planning, groundwater management, water rights, and long-range water supply strategy.
- Provides leadership in the management and implementation of complex water resource initiatives that support reliable, sustainable water supplies and organizational goals.
- Understands the interconnected nature of water supply planning, regulatory compliance, infrastructure investment, and regional partnerships, and can align these priorities into a cohesive strategy.
- Makes sound decisions with incomplete information, identifies and communicates risk early, and knows when issues require executive or Board-level attention.

Technical Expert in Water Resources & Water Rights

- Brings substantial hands-on experience with water rights administration, groundwater management, water supply planning, and regulatory compliance.
- Possesses a strong understanding of California water regulations, including SGMA, CEQA, Urban Water Management Planning, and related regulatory frameworks.
- Experienced in developing wastewater and recycled water master plans, Groundwater Sustainability Plans, Water Supply Assessments, and other complex water resource planning documents.

Collaborative Communicator & Relationship Builder

- An engaging communicator who can effectively present technical information to Boards, executive leadership, regulators, and community stakeholders.
- Can translate complex technical, regulatory, financial, and policy issues into clear recommendations for executive leadership, the Board of Directors, partner agencies, regulators, and the public.
- Builds productive partnerships with regional agencies, regulators, groundwater sustainability organizations, and water rights stakeholders.
- Demonstrates diplomacy, political acumen, and strong negotiation skills when addressing complex or competing interests.

People-Focused Leader

- Brings demonstrated success leading, mentoring, and developing multidisciplinary teams; sets clear expectations; addresses performance issues constructively; empowers staff to make decisions; while fostering accountability and collaboration.
- Values listening, relationship-building, and investing in staff development to support long-term organizational success.

Project & Contract Management Professional

- Experienced managing consultant contracts, scopes of work, budgets, schedules, and complex water resources projects.
- Partners effectively with engineering and operations teams to support capital improvement projects, well rehabilitation programs, and other critical infrastructure initiatives.

Innovative & Solutions-Oriented

- Applies sound technical judgment and creative problem-solving to address evolving water resource challenges.
- Embraces innovation, continuous improvement, and data-driven decision making to strengthen organizational performance.
- Anticipates future challenges related to water reliability, climate adaptation, and regional growth, and develops proactive strategies to address them.

Values-Driven & Mission-Focused

- Demonstrates professionalism, integrity, stewardship, and a commitment to public service.
- Approachable, collaborative, and committed to supporting colleagues, partners, and the communities served by WESA.
- Motivated by meaningful work that advances water reliability, environmental stewardship, and long-term community sustainability.

Education and Experience

Any combination of education, training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university in Civil or Environmental engineering, Hydrology, Water Resources Management, environmental science, or a science-related field.

Experience & Credentials: Minimum 7 years of progressively responsible experience in water resources planning, water/wastewater engineering, or water quality management, including: A minimum of 5 years in a supervisory or managerial role, leading cross-functional teams in water resources projects.

Licenses & Certifications

- Professional Engineer (PE) license, Professional Geologist (PG) or Certified Hydrogeologist (CHG) in the State of California
- Possession of a valid California Class C driver's license, to be maintained throughout employment.



Compensation and Benefits

In addition to the generous package below. The annual salary for this role is **$191,221- $250,776 annually DOQ**.

- Medical, Dental, & Vision – Authority covers 90% of premiums
- Flexible Spending Accounts
- CalPERS Retirement
- 9/80 Schedule
- 12 paid holidays, plus 2 floating holidays allotted on employee's anniversary after first year
- Vacation Leave
- Sick Leave
- 44 hours of Admin Leave
- Disability
- Employer paid Life Insurance at 2x the annual base salary





Application and Selection Procedure

Open until filled, first screening **November 16, 2026**. Candidates urged to apply early.

For consideration submit your resume, cover letter, six work-related references and their contact information (two supervisors, two direct reports, and two peers), who will not be contacted until final stages.
To submit your application: www.cpshr.us/recruitment/2690

For additional information about this position please contact:

CPS HR CONSULTING

Your Trusted HR Advisor For 40 Years

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant. CPS HR Consulting will report the results to Water Employee Services Authority. The Authority will then select candidates to be interviewed; Additional and final interviews may be scheduled for selected candidates along with reference and background checks.