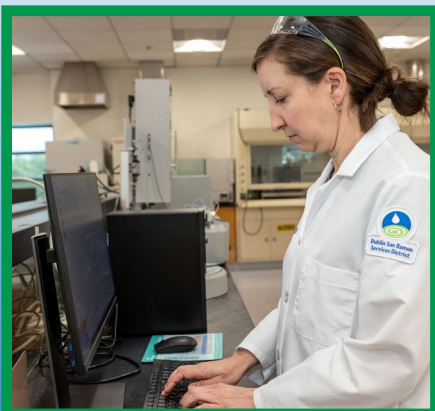


DEPUTY DIRECTOR OF OPERATIONS – REGULATORY

DUBLIN SAN RAMON SERVICES DISTRICT (DSRSD)

DUBLIN, CA





THE DUBLIN SAN RAMON SERVICES DISTRICT

Celebrating over 70 years of service, the Dublin San Ramon Services District (DSRSD) is a recognized leader in delivering high-quality water, wastewater, and recycled water services to a diverse and growing population of nearly 196,000 residents in the Tri-Valley region of Alameda and Contra Costa counties. Originally formed in 1953, the District has evolved into a modern, innovative-driven utility known for environmental stewardship, regional collaboration, and customer-focused service.

DSRSD currently provides water, recycled water and/or wastewater services to more than 191,800 residents in Dublin, Pleasanton, and portions of San Ramon. It operates a robust drinking water distribution system and maintains over 26,000 individual water connections in Dublin and the Dougherty Valley area of San Ramon. The District's state-of-the-art Regional Wastewater Treatment Plant processes an average of 12.6 million gallons per day (MGD) of wastewater from Dublin, south San Ramon, and Pleasanton by contract. Through two joint powers authorities, the district also operates and maintains a 16.2 MGD water recycling facility and a 41.2 MGD treated wastewater conveyance system. Through partnerships and innovation, the agency is an industry leader in resource recovery, annually recycling 40 percent of the Wastewater Treatment Plant flows for irrigation and up to 100 percent during peak summer days. Recycled water typically meets about 25 percent of annual water demand in the District's service area.

Governed by an elected five-member Board of Directors, DSRSD is financially sound, forward-thinking, committed to continuous improvement in service delivery and has a strong focus on

innovation, operational excellence, and regional engagement. The General Manager implements Board policies and oversees the business of the District through five departments: Operations, Engineering, Finance, Administrative Services, and the Office of the General Manager. For Fiscal Year 2026, the organization is supported by 142 full-time equivalent positions with an operating budget of \$91 million. The ten-year Capital Improvement Program for Fiscal Years 2026-2035 totals \$288.8 million and includes 121 projects.

The DSRSD 5-year Strategic Plan provides a roadmap, ensuring daily operations align with the organization's long-term vision for adaptability, resilience, and innovation.

DISTRICT GOALS

- Environmental Protection & Regulatory
- Long-Term Financial Stability & Sustainability
- Workforce Development & Planning
- Resilient & Effective Operations
- Long-Term Infrastructure Investment
- Customer Service & Community Engagement

THE MISSION OF DSRSD

Protect public health and the environment by providing reliable and sustainable water, recycled water, and wastewater services in a safe, efficient, and fiscally responsible manner.

To discover more about the Dublin San Ramon Service District, visit: www.dsrzd.com.

THE OPERATIONS DEPARTMENT

The Operations Department is the largest department within DSRSD with 87 full-time equivalent employees and a Fiscal Year 2026 operating budget of \$31 million. The Operations Department delivers critical services supporting DSRSD's mission, including drinking water distribution, wastewater collection and treatment services, self-generated power production, facility and fleet management programs, laboratory services, and oversight of regulatory. The Department also provides the contractual operation and maintenance of DERWA recycled water facilities and LAVWMA wastewater export facilities.

Key projects in the upcoming year include the Wastewater Treatment Plant and Biosolids Master Plan update, the Water System Master Plan update, the Partnership for Safe Water-Distribution System submission, and the Cross-connection Control Policy Handbook implementation. The Department will also closely monitor regulatory changes related to Per- and Polyfluoroalkyl Substances (PFAS) regulations and the San Francisco Bay Nutrient Watershed Permit.

The Operations Department consists of six divisions, including:

- Operations Administration
- Field Operations
- Plant Operations
- Mechanical Maintenance
- Instrumentation, Controls, and Electrical
- Regulatory (Laboratory & Technical Services and Environmental)

Deputy Director of Operations - Regulatory

The Dublin San Ramon Services District created a new executive-level position—Deputy Director of Operations—to lead the Regulatory and Environmental Division. This role was established following a recent staffing study to centralize and strengthen regulatory efforts across the organization. Reporting to the Director of Operations, the Deputy Director will oversee all regulatory and environmental functions, manage the agency's laboratory operations, engage in key industry regulatory and legislative efforts, and serve as a strategic advisor to senior leadership.

The Regulatory Division encompasses the Laboratory & Technical Services and Environmental functions. The Division is comprised of 14 full-time equivalent staff and has a Fiscal Year 2026 operating budget of \$4.3 million. This team plays a critical role in ensuring District with local, state, and federal regulations through rigorous testing, monitoring, permitting, inspections, and reporting. The Laboratory is responsible for conducting the necessary testing for drinking water, recycled water, wastewater, and groundwater used to measure with applicable regulations. The Division also manages the District's Industrial Pretreatment and Pollution Prevention Program, Environmental Program, Recycled Water Program, and Backflow and Cross-Connection Program.

This is an exciting opportunity for a skilled leader to shape and implement a newly centralized regulatory program. The ideal candidate will foster cross-departmental collaboration, clarify roles and responsibilities, and champion a culture of and continuous improvement.



THE IDEAL CANDIDATE

DSRSD seeks an experienced water industry professional who enjoys working in a collaborative, dynamic team environment, leading change, and process improvement. The ideal candidate will have a broad understanding of water treatment and distribution, wastewater collection, treatment, and discharge, and the principles and practices of recycled water production and distribution systems. They will also be familiar with pertinent federal, state, and local environmental laws and regulations governing the California water industry.

The successful candidate will be a strategic leader with outstanding interpersonal and communication skills. As an approachable leader, they will bring exceptional management and supervisory skills with proven success leading and implementing change and process improvement. With excellent oral and written communication skills, they will welcome interacting with a variety of internal and external stakeholders and demonstrate successful experience working with elected and appointed officials to move priorities forward and produce impactful results. This collaborative leader will display a responsive and collegial demeanor and enjoy working on cross-organizational projects with a high-caliber team. As an experienced water industry professional, they will understand what it takes to work in a dynamic environment and successfully lead change.

Key Qualities and Characteristics

- Visionary and strategic leader, able to bring a diverse team together to focus on future goals and objectives while maintaining an eye on immediate day-to-day operations and needs.
- Technical expertise with a broad range of knowledge in the water industry, including regulatory related to water,

wastewater, recycled water, and infrastructure maintenance.

- Exceptional project management skills with proven success working independently to navigate change and produce results.
- Forward-thinking professional with an eye for continuous improvement and familiarity with best practices and technology needed to streamline operations and improve results.
- Customer-focused manager demonstrating a responsive style aimed at providing the community and District leadership with outstanding services.
- Enthusiastic and outgoing temperament energized by working with a diversity of stakeholders, regional partners, and welcoming community engagement.
- Superior manager of people who takes pride in developing and mentoring staff to maximize their potential and ensure outstanding performance.
- Collegial and collaborative partner who forms strong working relationships with fellow team members to address District priorities.
- Effective oral and written communication skills, able to explain complex projects and concepts in an understandable manner for a variety of audiences and make compelling presentations based on technical knowledge and data.
- Flexible and adaptive style, able to work effectively in a dynamic environment, and pivot quickly between competing priorities.

The successful candidate will possess any combination of education and experience which provides the required knowledge and abilities necessary for successful job performance, with the ideal candidate having eight (8) years of increasingly responsible experience managing, administering and/or analyzing environmental or regulatory programs and, preferability with a water and/or wastewater agency including three (3) years of supervisory responsibility and a Bachelor's degree with major coursework in engineering, biology, public or business administration, organizational leadership, or related field. A Master's degree is preferred.





Application & Selection Process

The closing date for this recruitment is **11:59 p.m.** on **Sunday, September 7, 2025**. To be considered for this opportunity, upload cover letter, resume and list of six (6) professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

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www.tbcrecruiting.com

COMPENSATION & BENEFITS

The salary range for the Deputy Director of Operations – Regulatory is \$204,468 - \$248,532. Appointment within the range will be DOQE. In addition to salary, DSRSD offers a competitive benefits package that includes but is not limited to:

Retirement – PERS: 2.7% at 55, single, highest year for "CLASSIC" members. Employees pay 8% of member rate on a pre-tax basis. 2% @ 62, for "NEW" members. Employees pay 7.75% of member rate on a pre-tax basis. The District and employees also contribute to Social Security and Medicare.

Retiree Medical – Percentage calculated based on years of service with DSRSD.

Deferred Compensation Program – District contributes the first \$2,500 per year.

Medical Insurance – CalPERS Medical with a generous District contribution for employee, employee plus one, and family coverage, or \$400 per month in-lieu payment if medical insurance is waived.

Dental and Vision Insurance – District paid.

Life Insurance – 2 times annual salary to a maximum of \$400,000.

Disability Insurance – District paid Long-term and Short-term Disability Insurance.

Vacation Leave – Vacation leave accrues at 30 to 40 days per year based upon years of service.

Holidays – 9 fixed holidays per year.

Paid Sick Leave – 12 days per year.

Employee Assistance Program

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. Candidates deemed to be the best qualified will be invited to participate in interviews with the District. The agency anticipates making an appointment shortly thereafter following the completion of thorough background and reference checks. The recruitment is completely confidential, and references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.



**Dublin San Ramon
Services District**

Water, wastewater, recycled water