

# ASSISTANT GENERAL MANAGER ENGINEERING & CONSTRUCTION CONTRA COSTA WATER DISTRICT

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CONCORD, CA





## CONTRA COSTA COUNTY

Located in northern California, Contra Costa County covers approximately 733 square miles, extending from the northeastern shore of the San Francisco Bay east to San Joaquin County. With a population of just over 1 million, the County is among the ten most populous counties in California and home to one of the State's most ethnically, culturally, and socioeconomically diverse populations. It has one of the fastest-growing workforces among Bay Area counties, with growth in its employment base driven by the need to provide services to an increasing population and the presence of relatively high-wage, skilled jobs. Looking ahead, both the County and Contra Costa Water District's (CCWD) service area are expected to grow significantly with the Concord Community Reuse Project, the planned redevelopment of the former Concord Naval Weapons Station site. This major development will include the design and construction of new CCWD treated and recycled water infrastructure.

The County contains 19 incorporated cities and a variety of urban, suburban, industrial, agricultural, and port areas. The San Francisco Bay Area Rapid Transit serves substantial portions of the County, contributing to significant residential and commercial development. Contra Costa has numerous attractions, including wildlife refuges, state parks, historic sites, and museums. Mount Diablo, a 3,849-foot peak located at the northern end of the Diablo Range, is popular among outdoor enthusiasts for activities such as hiking, biking, horseback riding, and boating. The wine country of Napa and Sonoma Counties, picturesque seaside communities such as Carmel and Monterey, and the Sierra Lake Tahoe region are all within driving distance of Contra Costa.

Several prestigious public and private academic institutions are nearby, including Stanford University, the University of California, Berkeley, the University of San Francisco, the University of the Pacific, San Jose State University, and California State University, East Bay. One of California's best community college systems is also in Contra Costa County.

## THE DISTRICT

Contra Costa Water District (CCWD) was formed in 1936 and is governed by a five-member Board of Directors (Board), elected publicly by the Division to overlapping four-year terms. The Board sets policies focused on sustainable management practices and oversees a General Manager who manages policy implementation within the \$238 million annual [budget](#) (Fiscal Year 2026). The District benefits from a strong and stable financial condition and an excellent reputation with its stakeholders and regulators.

The backbone of CCWD's distribution system is the 48-mile Contra Costa Canal, which transports water from CCWD's four state-of-the-art screened intakes in the Sacramento-San Joaquin Delta to its treatment plants, municipalities, industry, and local water companies.

CCWD stores untreated water in four reservoirs and operates three water treatment plants: Ralph D. Bollman in Concord and the Randall-Bold and Brentwood Water Treatment Plants in Oakley.

CCWD's service area encompasses most of central and northeastern Contra Costa County, a total area of more than 141,000 acres, serving 560,000 customers. Water is distributed to municipal, residential, commercial, industrial, landscape irrigation, and agricultural customers. Major municipal customers include the Golden State Water Company (Bay Point), Diablo Water District (Oakley), and the cities of Antioch, Pittsburg, and Martinez. CCWD provides treated water to the following communities: Brentwood, Clayton, Clyde, Concord, Martinez, Pacheco, Pleasant Hill, Port Costa, and Walnut Creek. CCWD also provides water to more than 40 major industries and businesses.

CCWD's [strategic business plan](#) is guided by adopted values and goals that support the Board's mission.

### THE MISSION OF CCWD

*TO STRATEGICALLY PROVIDE  
A RELIABLE SUPPLY OF HIGH-  
QUALITY WATER AT THE  
LOWEST COST POSSIBLE, IN  
AN ENVIRONMENTALLY  
RESPONSIBLE MANNER*

## THE DEPARTMENT & POSITION

The Engineering Department provides design and construction services related to water treatment, storage, and conveyance facilities, ensures high-quality services for new customers, provides centralized engineering and construction support to various organizational units, manages CCWD's Geographic Information System, and manages CCWD's environmental, health and safety programs.

Reporting directly to the General Manager, the Assistant General Manager, Engineering & Construction (AGM) guides a talented team of 38 staff, with four direct reports, and oversees an operating budget of \$6.0 million and a capital budget of \$42.1 million (Fiscal Year 2026 (FY26) budget). This position also serves as the District's Chief Engineer.

Key responsibilities for the AGM, include, but are not limited to:

- Actively engage in planning, designing, and constructing water treatment, transmission, storage, and distribution facilities.
- Manage large-scale capital projects from concept to completion.
- Identify challenges early and develop well-researched, practical solutions and recommendations.
- Lead, inspire and energize multidisciplinary teams.
- Guide budget planning and resource allocation for assigned divisions.
- Ensure the organizational structure is aligned with operational needs and engage in succession planning to maintain continuity of leadership.
- Advance the District's commitment to diversity, equity, and inclusion.
- Build and maintain strong, collaborative relationships.
- Engage and inform multiple audiences through effective verbal, written, and visual communication.
- Oversee and lead the District's environmental, health and safety program, fostering a culture of safety and driving progress toward a best-in-class employee safety program.

## INVESTMENTS TO MEET CCWD'S MISSION & GOALS: 10-YEAR CAPITAL IMPROVEMENT PROGRAM

CCWD's Ten-Year Capital Improvement Program (CIP) is a comprehensive roadmap for delivering the critical infrastructure. This forward-looking plan prioritizes and schedules essential capital projects based on urgency, funding, and strategic value, ensuring every investment supports CCWD's mission of safe, reliable water service.

Through a balanced Financial Plan, the CIP addresses revenue needs while meeting operational goals, managing cash flow, and diversifying funding sources. This disciplined approach positions CCWD to sustain and improve its infrastructure with confidence and transparency.

[Explore the full 10-Year CIP here > 2025-2034 CIP](#)

### Spotlight Project: Main Canal Replacement Program

The Main Contra Costa Canal, built in the late 1930s, is a 26-mile waterway running from CCWD's Rock Slough intake in Oakley to Clyde, just north of Concord. It delivers about 99% of CCWD's untreated water to municipal, industrial, agricultural, and domestic customers and is relied upon 24/7/365.

Over the decades, development has increased along the canal route and aging infrastructure, including deteriorating concrete liners, roads, and mechanical equipment, combined with soil movement, has made repairs increasingly costly.

To address these challenges, CCWD is planning a piped conveyance system that will:

- Improve public safety
- Conserve water and reduce losses
- Enhance water quality
- Provide a modern, reliable delivery system

The District is now advancing preliminary design, finalizing a financing strategy, conducting environmental studies, and developing a phased construction plan for this over \$1 billion program. A preliminary

design review is expected in the fall of 2025.

This is an exciting and rare opportunity to guide one of the most significant capital investments in CCWD's history - the largest since the original construction of Los Vaqueros Reservoir and its associated facilities more than two decades ago. The successful leader will have the chance to build broad organizational and community investment in the program while assembling and leading the staff and consultant team that will manage this complex effort. Implementation activities are ramping up now, with early construction anticipated as soon as 2030.

## THE IDEAL CANDIDATE

Contra Costa Water District is seeking an experienced water industry professional to serve as its next Assistant General Manager, Engineering & Construction (AGM). In addition to being a visionary and strategic leader with exceptional technical and management expertise, the ideal candidate will be a collaborative partner to other members of the District's leadership team. They will bring a hands-on, collaborative, and solutions-oriented approach to leading complex design and construction initiatives, including the ability to build high-performing hybrid teams composed of internal staff, industry partners, and consultants. With a passion for innovation and continual process improvement, this individual will cultivate a culture of excellence, teamwork, and accountability.

A proven track record in the design and construction of major infrastructure projects, with an emphasis on water infrastructure, is essential. The ideal candidate will bring engineering expertise, particularly in the design of water facilities, and will be well-versed in engineering standards, safety requirements, and cost-effective delivery practices. The next AGM should also bring a thoughtful and strategic approach to program management and risk mitigation

on large capital projects, ensuring that potential challenges are proactively identified, analyzed, and addressed, and that strategies to mitigate risk are implemented.

Beyond design and construction, the AGM will be responsible for advancing critical program components such as permitting, land acquisition, program management, and project controls for the Main Canal Replacement Program. The AGM will also partner closely with internal stakeholders to implement the financing strategy for this program. Experience establishing a strategic vision for significant and complex infrastructure programs, creating and developing project teams, and implementing essential program tools and controls will be highly valued.

In addition to a history of leading high-performing teams, the next AGM must be an inspiring mentor who fosters critical thinking, continuous learning, and professional growth. A demonstrated ability to attract, develop, and retain talent will distinguish exceptional candidates. Equally important, the ideal candidate will have a high level of self-awareness and a genuine commitment to supporting the growth, well-being, and long-term success of their team.

A skilled communicator and relationship builder, the successful candidate will be approachable, diplomatic, and able to connect effectively with individuals at all levels of the organization. They will exemplify personal integrity, political acumen, and a deep commitment to public service, with a strong alignment to the District's core values of diversity, equity, and inclusion.

Highly qualified candidates will possess ten (10) years of increasingly responsible administrative experience in a municipality or special district, including five (5) years of senior-level administrative and management responsibility and training equivalent to a bachelor's degree in civil engineering or a related field. Registration as a Professional Civil Engineer with the State of California and experience in a water utility system, including large-scale capital project management, is highly desirable.

## COMPENSATION & BENEFITS

Contra Costa Water District offers an excellent compensation and benefits program. The salary range for this position goes up to \$305,240 annually. Placement within the range will be DOQE. The District's benefits program includes:

**RETIREMENT PLAN OF THE CONTRA COSTA WATER DISTRICT (NON CALPERS):** 2.35% @ 55 for Classic member employees. 2.0% @ 62 for PEPRA members.

**MEDICAL INSURANCE:** The District contracts with CALPERS medical. The District will pay up to the Kaiser family rate of \$2893.54 per month.

**DENTAL INSURANCE:** The District provides Delta Dental plans for employees and their eligible dependents at no cost to the employee.

**VISION INSURANCE:** The District provides the Vision Service Plan (VSP) for employees and their eligible dependents at no cost to the employee.

**SHORT AND LONG-TERM DISABILITY:** District provided at no cost to the employee.

**LIFE INSURANCE:** District-provided term life insurance equal to 2 times the annual base salary, up to a maximum of \$450,000.

**SOCIAL SECURITY/MEDICARE (FICA):** Employee and District contribute toward Medicare (1.45%) and Social Security (6.20% up to the required annual limit).

**VACATION:** The accrual rate is based on years of service and ranges from 15 to 35 days per year. Credit for previous years of service may be considered. 40 hours are credited upon hire.

**ADMINISTRATIVE LEAVE:** 110 hours accrued annually.

**SICK LEAVE:** 8 hours per month. No maximum accrual.

**HOLIDAYS:** 11 days per year.

**FLOATING LEAVE:** 16 hours per calendar year.

**EDUCATION ASSISTANCE:** Up to \$3,000 per fiscal year.

**DEFERRED COMPENSATION:** Voluntary 457 deferred compensation and 401(a) defined contribution plans are available, with matching District contributions up to 5% based on years of service with the District.

**ADDITIONAL BENEFITS INCLUDE:** Commuter Benefits Program, Supplemental life insurance, AD&D insurance, Lifetime Retiree health options, employee assistance program (EAP), flexible spending account (FSA), vacation sell back, vacation conversion, tuition reimbursement, and gym membership subsidies.

## Application & Selection Process

The closing date for this recruitment is **11:59 p.m.** on **Sunday, September 21, 2025**. To be considered for this opportunity, upload a cover letter, resume, and list of six (6) professional references using the "Apply Now" feature at [www.tbcrecruiting.com](http://www.tbcrecruiting.com).

**TB&CO.**

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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 District anticipates making an appointment shortly after completing 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 contacted in close coordination with the candidate impacted.

