

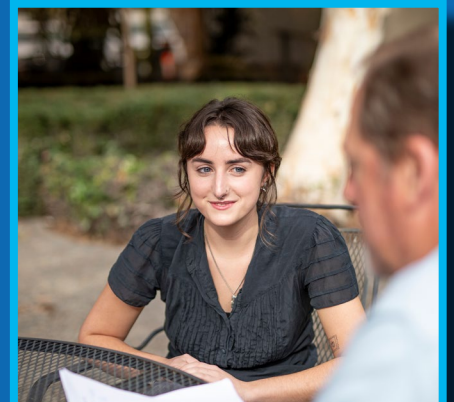


DIRECTOR OF FINANCE ALAMEDA COUNTY WATER DISTRICT (ACWD)

Salary range \$250,504 - \$304,489 (+3.5% in July 2026)

FREMONT, CA

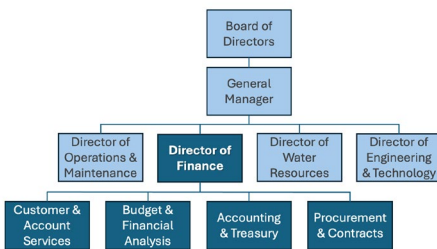
This is an exceptional opportunity to lead a high-performing team within a financially strong, AAA-rated public utility serving a growing and economically diverse region in the San Francisco Bay Area.



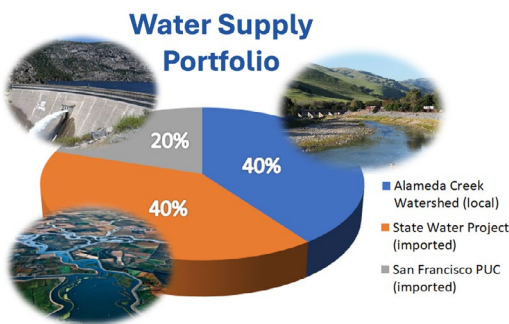
THE ALAMEDA COUNTY WATER DISTRICT

For more than 110 years, the Alameda County Water District (ACWD, District) has supplied reliable, high-quality drinking water to the residents and businesses of southern Alameda County in the San Francisco Bay Area. The District serves a population of nearly 350,000 through approximately 88,000 service connections within its 105 square mile service area which includes the Tri-Cities of Fremont, Newark, and Union City. In addition to significant residential land uses, the Tri-City's diverse commercial and industrial economic base supports a healthy mix of large and small businesses.

The District is an independent enterprise special district governed by a five-member publicly elected Board of Directors (Board) that determines overall policies, which are then implemented under the direction of the General Manager.



The District is supported by a FY 2025-26 budget of \$203.7 million, which includes \$128.1 million in operating expenses, \$7.9 million in debt service, and \$67.7 million in the Capital Improvement Program. Total revenue budgeted for FY 25-26 is \$177.8 million, with the remaining funding supported by the use of reserves. The District is staffed by 243 full-time positions.



MISSION

To provide our customers with reliable, sustainable, high-quality water service at a reasonable price.

Five-Year Strategic Goals and Objectives

- **Cost Effectiveness & Value** – Maintain and improve the cost effectiveness, reliability, and value of District services.
- **Water Supply** – Sustain a reliable, high-quality water supply for our customers.
- **Finance** – Maintain financial stability and promote transparency.
- **Workforce** – Improve workforce health and safety, enhance recruitment, maintain retention, and deepen employee engagement.
- **Communication** – Promote clear and open communications, outreach, and engagement with customers and communities.
- **Emergency Preparedness & Response** - Ensure organizational readiness to respond to disasters and emergencies that threaten ACWD's ability to carry out its mission.

The District is financially stable and has a reputation for being well managed, holding AAA bond ratings from both Moody's and Standard & Poor's, and maintaining a debt coverage ratio greater than 5.0, a \$1.7 billion, 25-year Capital Improvement Plan, and strong reserves, including a \$10 million Emergency Reserve. The District's mature Help on Tap low-income customer assistance program covers the entire fixed portion of water bills for eligible customers and is funded through non-rate revenues. The District has been recognized for its outstanding financial stewardship, receiving numerous recent awards.

To discover more about the Alameda County Water District, visit: www.acwd.org.

Recognized for Outstanding Financial Stewardship

- Government Finance Officers Association (GFOA)'s Certificate of Achievement for Excellence for its Annual Comprehensive Financial Report (ACFR Award).
- GFOA's Award for Outstanding Achievement in Popular Annual Finance Reporting (PAFR Award).
- GFOA's Distinguished Budget Presentation Award for Biennial Budget.
- Achievement of Excellence in Procurement.

THE FINANCE DEPARTMENT

The Finance Department provides comprehensive financial services that support the District's operations and long-term sustainability. Core responsibilities include accounting and financial reporting, financial planning and analysis, internal controls and auditing, treasury and investments, payroll, accounts payable and receivable, customer service, utility billing and revenue collection, and procurement of goods and services.

The Department plays a central role in maintaining the District's strong financial position and transparency, producing key documents such as the Adopted Budget and the Annual Comprehensive Financial Report (ACFR). Led by the Director of Finance, the Department is organized into four divisions—Accounting and Treasury, Budget and Financial Analysis, Customer and Account Services, and Procurement and Contracts. The team is known for its professionalism, responsiveness, and commitment to high-quality service. The Department is staffed by 34 professionals and operates with an FY 2025–26 budget of \$10.2 million.

Key projects in the coming year include:

- Develop a formal Affordability Policy and Affordability and Access Plan, including enhancements to customer billing, payment options, and financial assistance programs to improve access and cost recovery.
- Evaluate and update rates, fees, and charges, including Facilities Connection Charges (FCC), to ensure equitable cost allocation and support long-term financial stability.

- Develop a Financing Strategy to support the efficient delivery of the Capital Improvement Program, utilizing a combination of long-term debt issuances and a revolving line of credit or commercial paper between long-term debt issuances.
- Plan for a future enterprise resource planning (ERP) system replacement.
- Oversee implementation and ongoing management of long-term pension and OPEB funding policies.
- Support and advance districtwide strategic initiatives, including the Water Resources Master Plan, IT Master Plan, and Strategic Plan.
- Advance interim and long-term solutions for contract management and procurement workflows.

DIRECTOR OF FINANCE

Reporting directly to the General Manager, the Director of Finance is a core member of a talented and collaborative Executive Team and serves as the District's Chief Financial Officer and District Treasurer. The Director leads the Finance Team to deliver customer-focused and responsive financial services. The Director of Finance will bring expertise in public-sector budget preparation and administration, accounting and financial analysis, debt management, and, ideally, experience with utility billing and related customer services. The Director of Finance serves as a trusted advisor to the General Manager, the Board, and other Executive Team members.

This is an exciting opportunity for a skilled finance professional to join a high-performing financial team and organization committed to providing reliable, efficient, and high-quality services and exceptional customer service.

THE IDEAL CANDIDATE

ACWD seeks an experienced and collaborative public finance professional who thrives in a team-oriented environment and values cross-organizational partnerships. The ideal candidate will bring broad expertise in public sector finance, including GASB standards, financial reporting, and audit compliance, along with depth in rate setting and debt management.

This individual will have a strong customer service orientation and a proven ability to lead and support a high-performing team in

delivering responsive, high-quality service to both internal and external stakeholders. With exceptional interpersonal skills, the successful candidate will approach issues from an organization-wide perspective and contribute as a trusted, solutions-oriented member of a talented executive team.

Excellent communication and presentation skills are essential in this role. The Director of Finance must be able to clearly translate complex financial information into practical, understandable terms for diverse audiences, including staff, executive leadership, the General Manager, and the Board of Directors, while serving as a trusted advisor on key financial matters.

Key Qualities and Characteristics

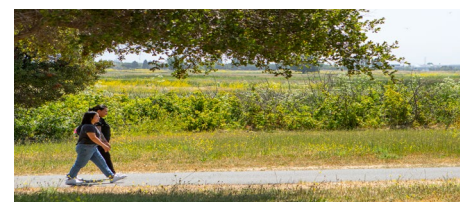
- **Experienced Public Sector Finance Leader**
Brings deep knowledge of public agency finance and a strong track record of success in complex organizations. Recognized for technical expertise, sound judgment, and the ability to develop creative, policy-aligned financial solutions.
- **Strategic and Forward-Thinking**
Demonstrates the ability to prepare credible financial forecasts and defensible long-term projections. Anticipates emerging financial trends and provides strategic, actionable recommendations to support organizational decision-making and long-term fiscal sustainability.
- **Collaborative and Trusted Advisor**
Thrives in a team-oriented environment and quickly establishes credibility with staff, executive leadership, the Board, and the public. Builds strong relationships and earns trust through transparency, responsiveness, and integrity.
- **Innovative and Solutions-Oriented**
Champions modernization, continuous improvement, and the implementation of best practices to enhance efficiency, reduce costs, and improve the quality of financial information and service delivery.
- **Technically Proficient and Systems-Savvy**
Experienced in managing and optimizing technology-driven financial systems, including ERP platforms. Ensures systems are user-friendly, efficient, and support accurate, timely reporting.
- **Analytical and Detail-Oriented**
Excels at identifying key financial issues, evaluating alternatives, and

presenting practical, well-reasoned solutions supported by strong analytical rigor.

- **Exceptional Communicator**
Effectively translates complex financial information into clear, understandable presentations for diverse audiences. Confident in public settings and skilled in preparing high-quality written materials, including the ACFR, long-term forecasts, and operating and capital budgets.
- **Calm and Even Leadership Style**
Maintains a steady, composed presence in high-pressure situations and during complex or sensitive discussions. Brings a thoughtful, measured approach to decision-making and public engagement.
- **Effective Supervisor and Mentor**
Builds and supports a high-performing team by sharing clear expectations, providing regular feedback, and offering meaningful professional development. Coaches and mentors staff, promotes accountability, and fosters a positive, inclusive work environment focused on growth and excellence.
- **High Ethical Standards and Integrity**
Demonstrates unwavering commitment to ethical practices, accountability, and transparency. Upholds the highest standards of public stewardship and fosters trust across the organization and community.

EDUCATION & EXPERIENCE

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 in financial management or accounting, including experience in budgeting and rate setting, and four (4) years' experience in a supervisory capacity and a Bachelor's degree with major coursework in accounting, finance, or a related field.





Application & Selection Process

The closing date for this recruitment is **11:59 p.m.** on **Sunday, May 17, 2026**. To be considered for this opportunity, upload cover letter, resume and list of six (6) professional references using the "Apply Now" feature at www.tbrecruiting.com.



Suzanne Mason • 562.631.2500

TERI BLACK & COMPANY, LLC

www.tbrecruiting.com

COMPENSATION & BENEFITS

The salary range for the Director of Finance is \$250,504 - \$304,489 (+3.5% COLA in July 2026). Appointment within the range will be DOQE. In addition to salary, ACWD offers a competitive benefits package that includes, but is not limited to:

Retirement: PERS: 2.5% at 55, single, highest year for "CLASSIC" members. Employees pay 5.5% of member rate on a pre-tax basis. 2% @ 62, average three years, for "PEPRA/NEW" members. Employees pay 7.75% of member rate on a pre-tax basis. The District does not participate in Social Security but provides 1.45% matching Medicare contribution.

Retiree Health: Defined-contribution benefit to a retiree health savings account.

Deferred Compensation Program: 457 and 401a plans offered; District will match up to \$2,250 for classic members and up to \$6,250 for PEPRA members in a 401a plan.

Medical Insurance: CalPERS Medical with a generous District contribution for employee, employee plus one, and family coverage, or an in-lieu payment if medical insurance is waived.

Dental and Vision Insurance: District paid.

Life Insurance: 1.5 times annual salary, up to \$250,000.

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

Vacation Leave: Vacation leave accrues at 10 to 25 days per year, depending on years of service.

Management Leave: 96 hours of management leave (may exchange for cash payment each year).

Holidays: 12 fixed holidays per year.

Paid Sick Leave: 12 days per year.

Auto Allowance: \$480 per month.

Flexible Work Schedule and Hybrid Option Available

Tuition Reimbursement: Up to \$5,250 per calendar year.

Employee Assistance Program

On-site Gym and Wellness Program

Following the closing date, resumes will be screened in relation to the classification description and as articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiter. 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 selected candidate.

