



# Director of Engineering & Infrastructure Strategy



**Central Contra Costa Sanitary District (Central San)  
Martinez, California**

---

## THE OPPORTUNITY

Central Contra Costa Sanitary District (Central San) is seeking an experienced and forward-thinking leader to serve as its next Director of Engineering and Infrastructure Strategy. This newly established position reflects a deliberate evolution in how the District plans, delivers, and manages its critical infrastructure systems.

With a capital program of approximately \$1.4 billion over the next decade, the District is advancing an integrated approach that connects infrastructure planning, capital program delivery, and long-term lifecycle performance and value.

This role is designed to strengthen that integration - bringing together strategy, governance, and execution to ensure that investments deliver sustained value over time. The Director will play a central role in shaping how the District aligns its capital program, asset management practices, and evolving digital capabilities to support reliable, efficient, and sustainable service.

---

## CENTRAL CONTRA COSTA SANITARY DISTRICT (CENTRAL SAN)

Celebrating nearly 80 years of service, the Central Contra Costa Sanitary District (Central San) is a nationally recognized leader in wastewater collection, treatment, and resource recovery, serving central Contra Costa County. Central San is located about 30 miles northeast of San Francisco, with headquarters in Martinez. Established in 1946, Central San provides safe and reliable wastewater collection and treatment for over 481,600 residents and more than 15,000 businesses across a 146-square-mile service area serving the communities of Alamo, Clyde, Danville, Lafayette, Martinez, Moraga, Orinda, Pacheco, Pleasant Hill, San Ramon, Walnut Creek, and unincorporated areas in the Central County area. The District also provides wastewater treatment services by contract to the cities of Concord and Clayton.

Central San owns and operates a comprehensive regional system that includes more than 1,500 miles of sewer

pipelines, 17 pump stations, a major wastewater treatment facility in Martinez that processes roughly 13 billion gallons of wastewater annually, and a recycled water system producing over 500 million gallons annually for irrigation and industrial use.

Beyond its core services, Central San is an industry leader in environmental stewardship and innovation. The District operates a nationally recognized household hazardous waste collection program that collects over 2 million pounds of household hazardous waste per year and strives to reuse or recycle about 90 percent of those materials. The District also delivers extensive public outreach and education programs that reach thousands of residents and students each year.

Central San is widely recognized for operational excellence, including 27 consecutive years of 100% compliance with its federal discharge permit - placing it among the top-performing wastewater agencies in the nation. The organization is also financially strong, maintaining AAA/Aa1 credit ratings and a long-standing commitment to cost-effective service delivery and infrastructure investment.

Looking ahead, Central San is implementing a 10-year capital program of approximately \$1.4 billion to modernize aging infrastructure, enhance system reliability, and meet evolving regulatory requirements. This includes significant investments in treatment plant upgrades, collection system rehabilitation, recycled water treatment, and innovative technologies to support nutrient reduction, energy efficiency, and resource recovery.

Guided by a mission to protect public health and the environment, Central San is a forward-thinking, high-performing utility committed to sustainability, innovation, and delivering exceptional service to the communities it serves - now and into the future. Central San is governed by an elected five-member Board of Directors. The Board appoints the General Manager, who, in accordance with policies established by the Board, manages the District's day-to-day operations. Central San has approximately 300 budgeted full-time employees, led by the General Manager, two Deputy General Managers, twelve Division Managers, and an Internal Auditor/DEI Officer. The District is organized into three departments: Administration, Engineering and Technical Services, and Operations.

Central San's 2026-2028 Strategic Plan serves as a guidepost, aligning daily

operations with the District's long-term vision for innovation, adaptability, reliability, resilience, and sustainability.

To discover more about Central San, visit: [www.centrialsan.org](http://www.centrialsan.org).

### THE MISSION

To protect public health and the environment

### THE VISION

To be an innovative industry leader in environmental stewardship and sustainability, while delivering exceptional service at responsible rates.

### VALUES

#### Customer Service

We are responsive to our customers, and we deliver on our commitment to provide safe, reliable, and cost-efficient services.

#### Employees

We empower our employees to do their best work.

#### Environmental Sustainability

We conduct our business to safeguard and improve our planet.

#### Integrity

We hold ourselves accountable to a high standard of honesty, reliability, and transparency.

#### Innovation

We continuously improve and optimize our operations.

#### Diversity, Equity, and Inclusion

We value people of all backgrounds, cultures, and perspectives, and believe that diversity, equity, and inclusion are a source of strength, creativity, and innovation and thus central to how we do business and how we engage with each other at work.

---

## ENGINEERING & TECHNICAL SERVICES DEPARTMENT & ORGANIZATIONAL LEADERSHIP

The Engineering & Technical Services Department, with a talented team of 83 staff, plays a central role in advancing Central San's mission by ensuring that infrastructure systems are effectively planned, delivered, and sustained over

time. The Department is responsible for long-range infrastructure planning and development services, delivery of the Capital Improvement Program, and supporting the lifecycle performance of treatment, collection, recycled water, and energy systems.

The Director of Engineering and Infrastructure Strategy provides executive oversight of three core divisions within the Department:

- **Capital Projects** – responsible for delivery of the District's \$150 million annual Capital Improvement Program, including the planning, design, and construction of major infrastructure projects
- **Planning and Optimization** – responsible for long-range infrastructure planning, asset strategy development, and system-wide performance optimization
- **Resource Recovery & Development Services** – responsible for development services, capacity planning, and advancing initiatives related to recycled water, sustainability, and resource recovery

Through leadership of these divisions, the Director ensures alignment between long-range planning, capital project delivery, and operational performance.

This structure supports a coordinated approach to infrastructure investment, linking planning, design, and construction activities with long-term asset reliability, regulatory compliance, and level of service objectives.

The Department is increasingly focused on lifecycle value optimization, integration across capital planning and operations, and managing regulatory complexity and long-term system resilience in support of a growing and more complex capital program. It is also advancing the integration of engineering, asset, and operational data systems to improve decision-making and ensure continuity of information from project delivery through long-term operations.

The Director works in close partnership with Operations, Maintenance & Reliability Engineering, and other departments to ensure that infrastructure decisions and investments are fully informed by operational needs and positioned for successful long-term use. Through strong technical expertise and strategic coordination, the Department is instrumental in positioning the District to meet future operational, regulatory, and community needs.

---

## THE POSITION

The Director of Engineering and Infrastructure Strategy reports to the Deputy General Manager, Engineering & Technical Services, and serves as a member of the District's senior leadership team.

This position provides strategic leadership and program-level oversight across infrastructure planning, capital program governance, and lifecycle asset management. The Director's primary role is to ensure that the District's infrastructure investments are well-aligned, effectively delivered, and optimized for long-term performance.

The Director will:

- Guide the planning and prioritization of a multi-year capital program
- Strengthen program governance, delivery consistency, and organizational alignment
- Integrate infrastructure decision making across planning, design, construction, and operations
- Advance a lifecycle value approach to asset management and capital investment
- Support development of organizational capacity, tools, and processes to manage a growing and increasingly complex capital program
- Advance integration of engineering, asset, and operational data systems to support lifecycle decision-making, capital program performance, and effective handoff to operations and maintenance

This role emphasizes integration and alignment across functions, working in close partnership with Division Managers in engineering, operations, maintenance, and administrative areas. Success in this position requires the ability to lead through influence, establish clear frameworks for decision-making, and align diverse teams around shared outcomes.

The Director will also play a key role in advancing the District's use of data and technology as an integrated part of infrastructure management. This includes guiding the practical application of enterprise systems and tools - such as GIS, CMMS, BIM, and SCADA - to improve how information is developed, transferred, and used across the lifecycle

of assets. A particular area of focus will be strengthening the continuity between planning, design, construction, and operations, ensuring that capital projects are delivered with complete, usable information that supports long-term operation, maintenance, and reliability.

---

## THE IDEAL CANDIDATE

Central San is seeking a strategic and collaborative engineering leader who brings both strong technical grounding and the ability to operate effectively at an organizational level.

The ideal candidate will demonstrate:

- Experience leading or overseeing large, complex capital programs
- Ability to translate strategy into clear program frameworks and actionable plans
- Success working across organizational boundaries, building alignment without direct authority
- A practical approach to improving performance through data, systems, and process improvements
- Strong communication and leadership skills, with the ability to build trust and develop high-performing teams

This individual will be comfortable operating in an evolving environment, helping to establish structure, clarify priorities, and guide the organization through continued growth and change.

The position requires ten (10) years of progressively responsible experience in engineering with at least five (5) years of leadership or management experience overseeing multidisciplinary teams engaged in organizational and technological change initiatives, and a Bachelor's degree in civil, environmental, or mechanical engineering or a closely related field. Experience in wastewater or water utility infrastructure and capital programs exceeding \$50 million annually, and a Master's degree is preferred. Possession of a California Professional Engineers License is required.



## Application & Selection Process

The closing date for this recruitment is **11:59 p.m.** on **Sunday, June 21, 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.tbcrecruiting.com](http://www.tbcrecruiting.com).

**TB & CO.**

Suzanne Mason • 562.631.2500

TERI BLACK & COMPANY, LLC

[www.tbcrecruiting.com](http://www.tbcrecruiting.com)

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.

## COMPENSATION & BENEFITS

The salary range for the Director of Engineering and Infrastructure Strategy is \$245,007-\$309,463 annually. Appointment within the range will be DOQE. In addition to salary, Central San offers a competitive benefits package that includes, but is not limited to:

**Retirement:** CCCERA: 2.0% @ 55, single highest year, for "CLASSIC" members. 2% @ 62 for "PEPRA" members.

Employees are responsible for paying the full share of the normal costs associated with the employee share, as calculated by CCCERA. The District and employees contribute to Medicare. In lieu of Social Security, the District contributes an equal amount (6.2%) to a 401(a) plan. A mandatory pre-tax employee contribution of 8–12.5% will also go to the 401(a) plan.

**Retiree Medical:** Up to 50% of premium covered by Central San upon meeting eligibility requirements.

**Deferred Compensation Program:** Choice of 457 plans.

**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 \$250,000.

**Disability Insurance:** Long-term and Short-term Disability Insurance.

**Cafeteria Plan:** \$425 per month applied to spending accounts or cash.

**Vacation Leave:** Vacation leave accrues at 10 to 30 days per year based on years of service.

**Holidays:** 14 fixed holidays per year.

**Paid Sick Leave:** 12 days per year.

**Administrative Leave:** 80 hours per year.

**Employee Assistance Program**

