MARIN WATER

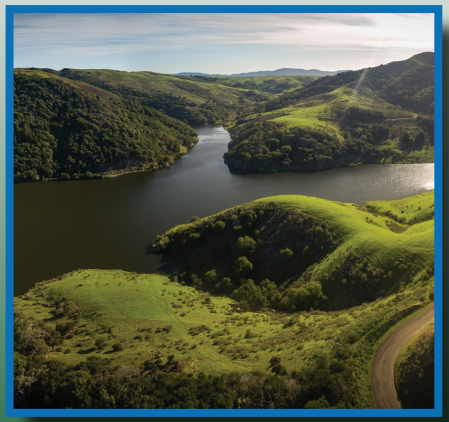
Director of Watershed Resources

Marin Water,
A Municipal Water District











THE COMMUNITY

Marin Municipal Water District (the District/ Marin Water) is located in Marin County, an exceptional North Bay community just across the Golden Gate Bridge from San Francisco. Widely recognized for its natural beauty and engaged, environmentally conscious residents, Marin County offers an outstanding quality of life. The landscape ranges from pristine coastlines and tidal estuaries to redwood forests, rolling hills, and the iconic slopes of Mount Tamalpais. The region enjoys a mild Mediterranean climate, with coastal fog moderating summer temperatures and creating a comfortable year-round environment. Residents value a balance of rural charm and suburban convenience, with vibrant communities, thriving local businesses, and a strong sense of stewardship for the environment.

Marin County is a premier recreational destination, anchored by world-renowned public lands such as the Golden Gate National Recreation Area and Point Reyes National Seashore, contributing to more than 140,000 acres of protected open space. The local economy is diverse and evolving, with strengths in professional services, technology, creative industries, agriculture, and tourism, and home to notable companies such as Autodesk and Lucasfilm. Educational opportunities are excellent, including the College of Marin and access to top-tier universities throughout the Bay Area such as University of California, Berkeley, University of California, San Francisco, San Francisco State University, Dominican University of California, and University of San Francisco. Marin is well-connected by regional transportation, including Golden Gate Transit bus service and Smart Train along the Highway 101 corridor, ferry service to San Francisco, and convenient access to major airports, making it both accessible and highly desirable for residents and visitors alike.

THE DISTRICT

Chartered on April 25, 1912, the District is the first municipal water district in California. Prior to that, water in central and southern Marin had been provided by several small, private companies, many of them subsidiaries to local real estate developers. Recognizing the critical importance of reliable water service, the community came together to create a publicly owned and managed water system. Our proud history is what drives our work, and it is at the heart of our mission.

Today, Marin Water provides local water service to more than 191,000 people in central and southern Marin. The District operates a complex and highly reliable water system that includes three treatment plants, a finishing facility, more than 900 miles of pipeline, 130 water storage tanks and nearly 100 pumping stations. About 75% of the District's water comes from more than 21,000 acres of protected watershed on Mt. Tamalpais. Rainfall from these watersheds flows into the District's seven reservoirs. Water from these reservoirs is treated and filtered before delivery. The District delivers an average of over 20 million gallons of water per day to homes and businesses. What makes Marin Water unique is that along with protecting Marin's water supply, the organization is tasked with caring for and monitoring access to Mt. Tamalpais, host to hundreds of endemic and rare species of plants, animals, and birds. Mt. Tamalpais is also deeply cherished by Marin's residents and visitors enjoy recreational access to the mountain. The District maintains over 100 miles of fire roads and 60 miles of hiking trails. Additionally, the District is implementing approximately 1,800 acres of vegetation treatments to protect the watershed and reduce wildfire hazards.

The Marin Municipal Water District is governed by a five-member Board of Directors that appoints a General Manager and employs 254 full-time employees with a combined annual operating and capital budget of $188 million for FY 26/27.

To learn more about the District, its history, water supply, and the water source, visit Main Water.

WATERSHED RESOURCES DIVISION

As one of six divisions at Marin Water, the Watershed Division is organized into these primary functions:

- Administration oversees day-to-day watershed activities, visitor services, long-range planning, grants, fundraising, and legislative coordination for the District.
- Watershed Protection provides regulatory enforcement, facility security, medical and wildland fire response, prescribed burns, search and rescue, visitor outreach, and watershed interpretation.
- Fisheries leads fisheries monitoring, stream restoration planning and coordination, response to water distribution main breaks, and implementation of the Lagunitas Creek Stewardship Plan.
- Vegetation and Natural Resources manages volunteer and outreach programs and provides environmental planning, monitoring, and compliance. The team also supports implementation of the Biodiversity, Fire, Fuels and Integrated Plan (BFFIP), including prescribed burn planning and rare and invasive plant management.
- Watershed Maintenance maintains fire roads, trails, culverts, service roads, and visitor facilities. The team also implements BFFIP projects and coordinates contractors supporting invasive plant management, forest restoration, and fuel reduction.
- Safety and Emergency Response administers the District-wide Safety Program, provides employee training, and leads emergency preparedness for natural disasters.

THE POSITION

The Director of Watershed Resources is a key member of Marin Water's executive leadership team, responsible for planning, directing, and overseeing the activities of the Watershed Division. The Director provides strategic and operational leadership for the management, protection, preservation, and public use of District watershed lands and serves as a trusted advisor to the General Manager and Board of Directors.

Reporting to the General Manager, the Director leads a team of 27 full-time employees and 13-15 seasonal workers, including seven direct reports, with an FY 26/27 operating budget of $9.3 million.

Key areas of responsibility include:

• **Watershed & Natural Resource Management –** Directs the stewardship of watershed lands and resources, including vegetation and forest management, fisheries, environmental and wildlife protection, and implementation of watershed and land-use plans.

• **Wildfire Prevention & Emergency Response –** Provides leadership for fire protection and fuels reduction and collaborates with fire, law enforcement, and other agencies during wildfires, search and rescue operations, hazardous-material incidents, and other emergencies.

• **Recreation, Visitor Services & Public Access –** Oversees recreation and public use of watershed lands, including visitor services, volunteer programs, roads, trails, and other facilities, while balancing public access with resource protection.

• **Planning, Environmental Compliance & Project Delivery –** Leads significant watershed planning and improvement initiatives and ensures compliance with environmental laws and regulations. A major near-term priority will be the Road & Trail Management Plan Update, including CEQA review and extensive stakeholder engagement.

• **Organizational Leadership –** Leads and develops a broad-based, represented workforce; establishes goals and priorities; oversees staffing and scheduling for seven-day operations; and fosters a culture of accountability, collaboration, engagement, and high performance.

• **Financial, Contract & Asset Management –** Oversees budgeting and fiscal planning, watershed assets and facilities, and professional services and construction-related contracts, including RFP processes, consultant selection, negotiation, and project delivery.

• **Stakeholder, Intergovernmental & Board Relations –** Builds productive relationships with watershed users, community and environmental organizations, neighboring jurisdictions, regulatory agencies, and other partners. Serves as a credible public representative of the District and supports the General Manager in working with the Watershed Committee and Board of Directors.

THE IDEAL CANDIDATE

The ideal candidate will be an experienced and versatile leader who is comfortable operating at the intersection of natural resource stewardship, public access, operational management, water system operations, and community interests. Given the breadth and visibility of the Watershed Division, success will require sound judgment, political acumen, strong communication skills, and the ability to build trust with a wide range of stakeholders.

A skilled collaborator and relationship builder, the successful candidate will establish productive partnerships with other District departments, neighboring jurisdictions, regulatory agencies, community organizations, and other partners. They will be adept at navigating differing perspectives, resolving conflict, and moving complex initiatives forward while recognizing the importance of listening and meaningful stakeholder engagement.

The ideal candidate will also bring strong business and operational management skills, including budgeting, contract negotiation and administration, professional services procurement, project management, and scheduling. Familiarity with project tracking and work order systems will be valuable, as will experience with construction and CEQA. The Director must be comfortable managing a represented workforce and overseeing operations that require appropriate staffing and coverage on weekends and holidays.

Exceptional communication and customer service skills are essential. The Director will regularly interact with members of the public and must be an effective and credible presenter before the Board, committees, community groups, and other public forums. This is a hands-on, public-facing leadership role, and the successful candidate will be comfortable occasionally participating in weekend stakeholder and outreach activities, including field visits.

The position requires:

• A four-year degree or equivalent in natural resources management, environmental science, environmental engineering, forestry, recreation, park or land management with an emphasis on the natural, ecological and botanical environments of Northern California;

• Seven (7) years of experience with increasing responsibility for the management, protection and/or operations of watershed or park facilities, a natural resource or recreation area, with

• At least five (5) years that include full supervision and evaluation of the work of others.

• A master's degree and experience in a local government agency are desirable.





Application & Selection Process

The closing date for this recruitment is **midnight** on **Sunday, November 15, 2026. To apply for this opp**ortunity, upload a cover letter, resume, and a list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com.

COMPENSATION & BENEFITS

The annual salary range is $247,584- $300,972; placement within the range will be DOQE. Salary is supplemented by competitive benefits that include, but are not limited to:

CalPERS Retirement

- Current retirement formula is 2.7@55 for employees hired before January 1, 2013, with an 8% employee contribution rate.
- Employees hired after January 1, 2013 who are already members of CalPERS and who have had less than a six-month break in service may be eligible for the 2.7%@55 formula.
- For new employees hired after January 1, 2013, the retirement formula is 2%@62, with a 7% employee contribution rate.

Social Security – Along with CalPERS retirement, the Agency also participates in Social Security and Medicare.

Deferred Compensation – Employees are eligible to participate in a voluntary 457(b) plan.

Medical Plan – Health insurance is offered through CalPERS with a monthly District premium contribution. The District pays up to the premium amount based upon the CalPERS middle-priced plan for the employee and one (1) eligible dependent, with any additional premium to be paid by the employee.

Dental – Dental insurance is available through Delta Dental.

Vision Care Plan – provides up to $350 reimbursement of vision care expenses not covered by the health plan.

Life insurance – coverage of 1-1/2 times annual salary up to $150,000.

Long Term Disability Insurance – District pays the premium for long term disability insurance.

Holidays – 12 paid holidays annually plus an additional two (2) floating holidays.

Vacation Leave – 160 hours of vacation per year, with subsequent increases based on years of District service.

Administrative Leave – 80 hours of Administrative Leave per calendar year.

Sick Leave – Employees accrue 15 days of sick leave annually.

Annual Management Allowance – $3,500 annual allowance for education and training and certain other eligible expenses

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 consultants. Candidates deemed to be the best qualified will be invited to additional interviews shortly thereafter. The District anticipates making a timely selection, following the completion of thorough background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done in close coordination with the candidate.

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