

DIRECTOR OF INFORMATION TECHNOLOGY



THE AGENCY

The Inland Empire Utilities Agency (IEUA/ Agency) is a regional wastewater treatment agency and wholesale distributor of imported water serving approximately 950,000 people, across 242 square miles throughout western San Bernardino County. The Agency is committed to supporting the needs of its service area and safeguarding public health through significant investments in a diverse water supply portfolio, reliable municipal/ industrial wastewater collections and treatment services, and other related utility services in a regionally planned and cost-effective manner.

As the only member agency of the Metropolitan Water District of Southern California (Metropolitan) in San Bernardino County, IEUA provides supplemental water supplies to the growing region, primarily via the State Water Project (SWP), for distribution among nine retail agencies.

Water recycling is a critical component of the Agency's water resource management strategy. IEUA receives over 50 million gallons per day of wastewater from seven sewerage agencies at its five regional wastewater treatment plants. Wastewater is then treated for Title 22 regulations and distributed to retailers through purple pipe or indirect potable reuse through the groundwater recharge program. In conjunction with these five regional wastewater treatment facilities, IEUA also maintains and operates:

- The Chino Desalter I (located in Chino) on behalf of the Chino Basin Desalter Authority.
- The Inland Empire Regional Composting Facility (located in Rancho Cucamonga) on behalf of the Inland Empire Regional Composting Authority, a Joint Powers Authority with Los Angeles County Sanitation District.
- 46 groundwater recharge basins across 19 recharge sites within the IEUA service area designed to hold stormwater run-off, imported water, and recycled water for aquifer replenishment.

The Agency also prioritizes investments in local water resources, conservation programs, and renewable energy sources, and advocates for environmental stewardship through several free educational resources and outreach programs.

GOVERNANCE STRUCTURE/ LEADERSHIP

IEUA is governed by a five-member Board of Directors elected by registered voters within their respective divisions to staggered four-year terms. For Fiscal Year 2026/27, the Agency is supported by 386 full-time employees, with projected revenues and other funding sources totaling approximately \$509 million.

The Agency also oversees a substantial capital program designed to support the region's long-term infrastructure and water resource needs. Its Capital Improvement Program is formalized through a Ten-Year Capital Improvement Plan (TYCIP), which is updated annually and currently totals approximately \$1.6 billion.

IEUA takes pride in a workplace culture centered on growth, accountability, innovation, and collaboration. Eight organizational attributes guide how employees and leaders work together and deliver services:

- **Safety** – Maintaining a safe and healthy work environment for all employees.
- **Continuous Learning and Improvement** – Investing in professional development and encouraging employees to continually strengthen their knowledge and skills.
- **Efficiency** – Optimizing processes and resources to deliver high-quality services effectively.
- **Collaboration** – Bringing together diverse perspectives and expertise to develop innovative solutions and advance the Agency's mission.
- **Accountability** – Taking ownership, honoring commitments, and maintaining high standards of integrity and performance.
- **Coaching for Performance** – Providing employees with the guidance, feedback, and support needed to grow and succeed.
- **Respect** – Valuing individual contributions and treating others with dignity and consideration.
- **Employee Engagement** – Creating a sense of belonging and purpose that connects employees to the Agency's mission and success.



INFORMATION TECHNOLOGY

The Agency's Information Technology Department is led by the Director of Information Technology and supported by 36 full-time employees and a FY 2026/27 budget of \$14.2 million. Information Technology provides technology services across the Agency through two units: Operations Technology (OT) and Information Services (IS).

The Operations Technology Unit supports the technology behind IEUA's critical water and wastewater operations, including the Agency's Supervisory Control and Data Acquisition (SCADA) and Distributed Control Systems (DCS), network and communications infrastructure, cloud and wireless services, and data analytics and reporting. Working closely with the Information Security Officer, the team also helps safeguard the Agency's critical infrastructure through robust cybersecurity detection, protection, response, and recovery capabilities.

The Information Services Unit supports the Agency's enterprise and business technology, including the Agency's Enterprise Resource Planning (ERP), Computerized Maintenance Management (CMMS), Geographic Information Services (GIS), and Enterprise Content Management Systems (ECMS). The IS team partners with departments to improve business processes, develop applications, dashboards and integrations, and introduce innovative technology solutions. IS also provides end-user technology, technical support and training, and records management services.

Across both units, Information Technology is focused on exceptional customer service, operational excellence, efficient business processes, reliable and cost-effective technology, cybersecurity and resiliency, and continuous professional development.



THE POSITION

Reporting to the Deputy General Manager, the Director of Information Technology is an at-will position that provides strategic leadership and direction for IEUA's comprehensive technology environment. The Director oversees the Agency's operational and enterprise technology, including SCADA and process automation systems, network and communications infrastructure, enterprise applications, cybersecurity, disaster recovery, and end-user support. The position leads the Information Technology Department through two Managers of Information Technology and one Information Security Officer and is responsible for developing short- and long-term strategies that ensure technology remains secure, reliable, resilient, and responsive to Agency needs.

Beyond overseeing technology operations, the Director serves as a strategic business partner to Agency leadership and departments, identifying opportunities to improve business processes, introduce innovative solutions, and use technology to enhance organizational efficiency and effectiveness.

THE IDEAL CANDIDATE

The Agency is seeking a strategic, collaborative, and highly engaged technology leader who can translate organizational needs into a clear vision and actionable roadmap. The ideal candidate need not be a technical expert in every aspect of both Information Services and Operations Technology but should bring sufficient breadth to lead both functions effectively, ask the right questions,

assess risk, and rely on the expertise of a talented team.

This individual will be an accomplished planner and implementer who can establish priorities, build realistic pathways from concept to completion, and keep complex initiatives moving forward. With significant projects on the horizon, including the selection and implementation of a new ERP system and implementation of an enterprise asset management system, the next Director will ensure that the Agency's technology infrastructure, network capacity, and resources are positioned to support both current and future needs.

Equally important will be how this leader achieves results. The successful candidate will understand and embrace the Agency's collaborative culture, build strong relationships throughout the organization, and create alignment among departments with differing needs and priorities. They will empower staff, encourage ownership, generate enthusiasm around important initiatives, and create an environment where people are motivated to deliver.

The ideal candidate will also be:

- A strong communicator and relationship builder who can connect effectively with technical and non-technical audiences at all levels.
- A customer-focused problem solver who views departments and employees throughout the Agency as valued partners and customers.
- An empowering leader who trusts the expertise of staff, provides direction and accountability, and helps people succeed.

- A collaborative enterprise thinker who works across organizational boundaries, builds consensus, and brings people together around shared solutions.

- A disciplined project leader who can prioritize competing demands, anticipate obstacles, and move major initiatives across the finish line.

- A leader who understands the demands of a 24/7 utility operation and the importance of reliable, resilient control systems that support continuous operations while minimizing the need for routine after-hours intervention.

The position requires graduation from an accredited four-year college or university with a major in management information systems, information technology, computer science or a closely related field, and at least ten (10) years of progressively responsible experience in computer science, systems, and/or network administration, at least three of which were at a project manager or supervisory level; or an equivalent combination of education, training and experience. Experience in establishing cybersecurity and risk metrics for reporting is required. Public agency experience is preferred.



COMPENSATION & BENEFITS

The annual salary range is \$227,126 - \$276,729; placement within the range will be DOQE. Salary is supplemented by competitive benefits that include, but are not limited to:

CalPERS Retirement:

- **Classic Member** – An employee who is a “classic” member of CalPERS, or a current member of another California public retirement system, who is hired on or after January 1, 2012, will be enrolled in the CalPERS 2.0% @ 55 benefit formula with a three-year final compensation. Classic members shall contribute 7% of eligible earnings toward the employee contribution.
- **New Member** – “New” members are enrolled in the 2.0% @ 62 benefit formula with a 6.75% employee contribution.

Social Security – Along with CalPERS retirement, the Agency also participates in Social Security and Medicare. The Agency and the employee each contribute 7.65% of eligible earnings.

Deferred Compensation – A 457(b) plan is available through Empower Retirement with an Agency match of up to \$70 per pay period. A 401(a) Profit Sharing Plan is also available to new employees.

Medical Plan – Health insurance is offered through CalPERS with a monthly Agency contribution of \$2,300.

Dental & Vision – Enrollment in one of two dental plans is mandatory. Voluntary vision insurance is offered through EyeMed.

Life & AD&D Insurance – Provided with an Agency-paid \$90,000 Term Life and AD&D policy.

Wellness Stipend – \$500 per calendar year paid every 25th pay period.

Flexible Spending Account – The Agency offers Flexible Spending Accounts (FSA), allowing employees to make pre-tax deductions for qualifying medical, dental, vision, and dependent care expenses.

Holidays – 12 paid holidays annually plus an additional ten (10) floating holidays.

Vacation Leave – 80 hours of vacation per year, with subsequent increases based on years of Agency service.

Sick Leave – Employees accrue 96 hours of sick leave annually.

Auto Allowance – \$400 monthly allowance provided.

Work Schedule – The Agency operates on a 4/10 work schedule, and classifications at this level are expected to be on-site full time.

Education & Professional Development – Agency may reimburse up to \$5,250 per fiscal year for work-related educational expenses. Costs for certifications, licenses, and professional memberships may also be covered.

Application & Selection Process

The closing date for this recruitment is **midnight on Sunday, November 22, 2026**. To apply for this opportunity, upload a cover letter, resume, and a list of six professional references using the “Apply Now” feature at www.tbcrecruiting.com.

TB&CO.

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TERI BLACK & COMPANY, LLC

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 consultants.

Tentative Recruitment Schedule

- Application Deadline: November 22, 2026
- Panel Interviews: Early January 2027
- Final Interviews: Mid-January 2027, following panel interviews

Candidates selected to advance will receive additional information regarding interview dates and logistics. These dates are tentative and subject to change.

Candidates deemed to be the best qualified will be invited to additional interviews shortly thereafter. The Agency anticipates making a timely selection, following the completion of thorough background, reference check, and medical exam. 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.

