



Groundwater Resources Manager

DEFINITION

Under administrative direction from the Director of Water Resources, plans, organizes, directs, and reviews groundwater resource programs and well ordinance administration activities for the District; researches and provides technical review of proposed regulatory changes and monitors and comments upon legislative developments impacting groundwater management; prepares the annual budget request for the division, estimating staffing, materials, services, and equipment needs; monitors and controls unit expenditures after budget adoption; coordinates groundwater protection program activities with city representatives, Regional Water Quality Control Board staff, and other agencies; serves as primary contact for property owners/operators on groundwater contamination and remediation issues, concerns, and/or disputes; and performs related work as required.

DISTINGUISHING CHARACTERISTICS

Groundwater Resources Manager is a single position, mid-manager classification. Under administrative direction, within a framework of overall goals and objectives, the incumbent is responsible for ensuring the management and protection of groundwater resources within the District, including the following programmatic responsibilities: contamination prevention, site investigation and cleanup, aquifer reclamation, replenishment assessment, well ordinance administration, support for operation and maintenance of production wells, hydro-geologic research, and the investigation and analysis of the groundwater basin. Responsibilities are broad in scope and require leadership and independent judgment on issues that are complex, interpretive, and evaluative in nature.

This classification is distinguished from other managers within the District by the specific responsibility for ensuring the management and protection of groundwater resources. This classification is distinguished from the Director of Water Resources in that the latter is a department head with overall administrative responsibility for all staff assigned to and operational and programmatic activities of the District's water resources department and provides direction to this classification.

TYPICAL DUTIES

TYPICAL EXAMPLES OF DUTIES MAY INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING:

- Keeps informed on revised regulations or guidelines proposed by the Regional Water Quality Control Board; researches for impact and provides technical review of proposed regulatory changes; monitors and comments upon legislative developments that will impact groundwater management.
- Reviews property owner/operator comments and consultant reports of proposed investigation and remediation activities; reviews staff reports and signs letters to property owners and/or operators regarding additional work needed at the site.
- Ensures necessary contamination cleanup or remediation efforts are completed satisfactorily; responds to concerns from property owners disputing the need for cleanup;

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reviews case closure reports and quarterly summary reports prepared by staff prior to submittal to the Regional Water Quality Control Board.

- Coordinates groundwater protection program activities with city representatives, Regional Water Quality Control Board staff, and other agencies to communicate clearly and minimize uncertainty for the public, and ensure necessary compliance activities occur.
- Interviews and hires new employees; plans and evaluates the performance of supervisors and staff; establishes performance requirements and personnel development targets; regularly monitors performance and provides coaching for performance improvement and ongoing development.
- Prepares the annual budget request for the division; estimates staffing, materials, services, and equipment needs based upon recent trends and planned activities; monitors expenditures after budget adoption and approves purchase requisitions.
- Oversees and evaluates the well ordinance program, including the development of guidelines and standards for the installation of wells, annual review of permit fees, inspection of drilling activities, implementation of a well destruction program, and maintenance of well records.
- Oversees preparation of the annual Survey Report on Groundwater Conditions and submittal to the Board of Directors; ensures compliance with the District's Replenishment Assessment Act; reviews the supplemental water purchase and replenishment assessment rate recommendations and oversees the replenishment assessment program activities.
- Oversees and coordinates the District's compliance with the Sustainable Groundwater Management Act.
- Coordinates, plans, reviews, and assigns presentations and other documents related to the District's groundwater management efforts to external agencies, members of the public, and the Board of Directors.
- Oversees the aquifer reclamation program established to remove saline water from the groundwater basin and to protect production wells; coordinates activities with the desalination facility's operation; coordinates with other departmental staff to ensure compliance with the National Pollutant Discharge Elimination System permit.
- Oversees the gathering and interpretation of hydro-geologic data compiled from chemical and physical tests of soil and/or groundwater samples conducted in the field or laboratory; offers technical assistance and consultation to other engineering staff relative to the hydro-geologic aspects of groundwater monitoring and protection activities.
- Collaborates with other departments and divisions on projects such as CIP projects, Purified Water Study, and Urban Water Management Plans; provides groundwater related input for development, other land use projects, and other projects as assigned.
- Performs other related work as required.

REQUIREMENTS

Any combination of education and experience that would likely provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the knowledge, skills, and abilities would be the equivalent of:

Education and Experience:

Possession of a baccalaureate degree from an accredited college or university with a major in civil engineering, chemical engineering, environmental engineering, or a related field; and six (6) years of progressively responsible engineering experience, including three (3) years of lead experience directing the work of others in the field and one (1) year of supervisory experience. Completion of the District's Leadership Skills Training Program is required following hire. Supervisory experience strongly desired.

Current ACWD Employees: 75% completion of the District's Leadership Skills Training Program may substitute for one (1) year of supervisory experience. If the internal candidate has already completed the Leadership Skills Training Program, they do not need to complete the program for a second time if promoted.

Knowledge, Skills, and Abilities:

Knowledge of: engineering principles, practices, and methods, particularly as applied to groundwater flow and transport; groundwater contamination investigation and remediation methods; practices of effective employee supervision and personnel management; techniques for effective budgetary control and administration; federal, state, and local laws and regulations governing groundwater management and protection; engineering project management methods and techniques; basic hydro-geologic methods and techniques; well ordinance programs, the Groundwater Protection Act, and the Replenishment Assessment Act; safe work practices as they relate to the position; modern office practices, methods, and computer equipment and applications related to the work, including word processing, database, and spreadsheet software.

Skill and Ability to: plan, organize, and direct an effective groundwater resources program; effectively apply engineering principles and techniques to the solution of engineering problems; review and evaluate engineering consultant reports related to groundwater cleanup and remediation; plan, assign, and supervise the work of subordinate staff; use initiative, resourcefulness, sound judgment, and customer service skills in dealing with the public and to gain the cooperation of property owners; present technical information to non-technical audiences; maintain detailed and accurate records; prepare clear and concise written correspondence and reports; identify workplace hazards and/or unsafe conditions and take appropriate corrective action; perform the essential duties of the job without causing harm to self or others; operate modern office equipment including computer equipment and specialized software applications programs; communicate clearly and concisely, both orally and in writing; establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Additional Requirements:

- Must possess a valid California driver's license and have a satisfactory driving record.

Working Conditions/Physical Requirements:

The essential duties of this classification are performed in a controlled-temperature office and requires the ability to: sit for extended periods of time in front of a computer screen; use finger

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dexterity and hand strength to perform simple grasping and fine manipulation; use a telephone, computer keyboard, and other office equipment on a daily basis; speak and hear in person and on the phone; see sufficiently to perform assignments; and intermittently twist to reach equipment or supplies surrounding desk.

The essential functions of this classification require driving due to the need for frequent travel to water treatment plants, pump stations, reservoirs, field sites, meetings, and/or other agency facilities; transportation of time-sensitive/confidential materials, equipment, or water samples; and/or the ability to respond to emergencies, and service disruptions. Alternative transportation is not suitable due to security concerns, logistical challenges, and critical response time requirements.

Occasionally, essential work activities are performed outdoors under a variety of climatic and geographic conditions, in an environment with exposure to loud noises, chemicals, fumes, and other environmental substances; requires the ability to safely drive a vehicle to job sites and traverse uneven terrain.

Revised: 03/2025

Approved: 
Human Resources/Risk Manager