



INVITES YOUR INTEREST IN THE POSITION OF
**OPERATIONS AND MAINTENANCE
SUPERINTENDENT**



OUR LOCATION

Located in the Southern San Joaquin Valley, Lindsay-Strathmore Irrigation District (LSID or District) is in the heart of California's citrus growing region, nestled against the foothills of the Sierra Nevada mountains. The small rural communities of Lindsay and Strathmore border the District. Larger communities of Porterville, Tulare, and Visalia are within a few minutes drive and Bakersfield and Fresno are less than an hour south and north, respectively.



LINDSAY-STRATHMORE IRRIGATION DISTRICT

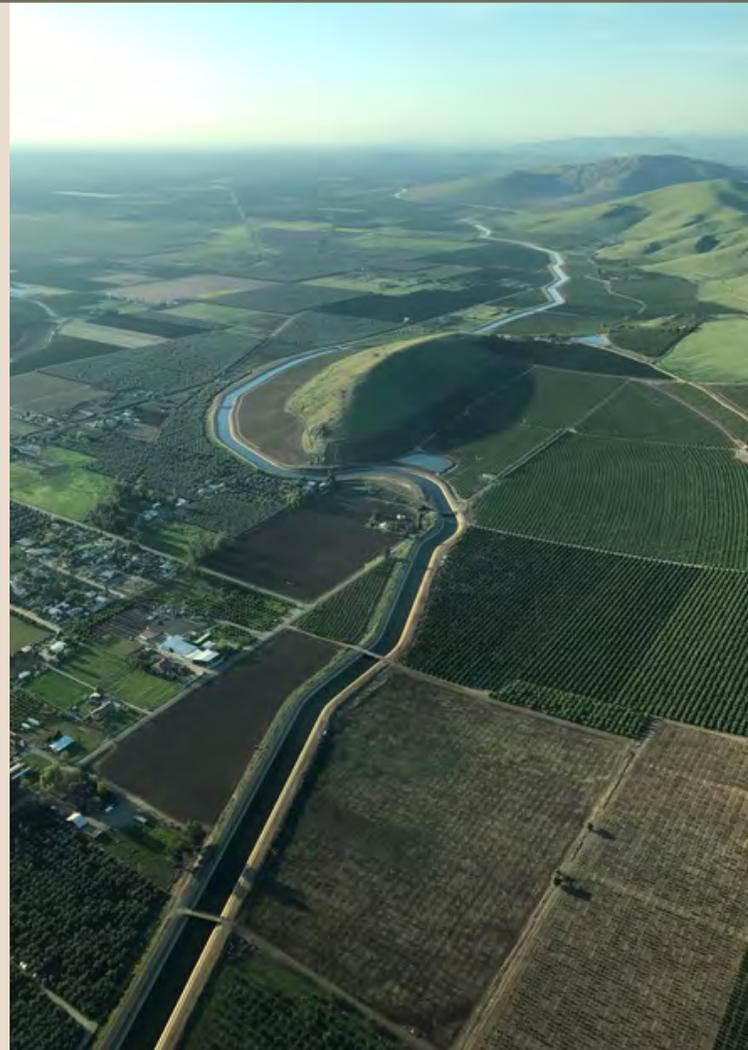
The District was established under the 1887 Wright Irrigation Act on October 25, 1915. Formation was needed to raise capital to bring a secure source of water to the District. The original dry land acreage was converted to citrus through the years as surface water supplies became more available to growers, such as through the Central Valley Project.

The District maintains over 100 miles of underground, pressurized steel and plastic pipelines serving 400 family farms and nearly 1000 homes. The District currently employs 17 full time employees with the responsibility of serving irrigation and household water 24 hours a day, 365 days per year.

LSID prides itself on providing a stable, reliable water service to the nearly 12,500 acres of citrus and other permanent crops within District boundaries.

DISTRICT GOVERNANCE

The District is governed by a five-member Board of Directors. Each Director represents a separate division and District ratepayers, collectively. The Directors are elected by the customers of the District and serve four year staggered terms. Publicly-noticed Board meetings are held monthly.



DUTIES AND RESPONSIBILITIES

The Operations and Maintenance Superintendent is an exempt position, under the direction and control of the General Manager. They are responsible for the administration of all the daily operations and maintenance of the District under his/her control. In addition to general administrative powers, the Superintendent's duties and responsibilities include, but are not limited to:

- **Employee Management:** Oversee the activities of all operation and maintenance employees and coordinate activities with consultants or contractors performing work for the District. This includes training, and developing staff as needed to ensure continued reliable operation of the District.
- **Board Meeting Participation:** Attend and report on activities at all regular and special meetings of the Board of Directors and its committees unless excused.
- **Record Keeping/Reporting:** Keep detailed records and file all reports required by state and/or other agencies as directed by the Manager. Including maintaining and updating the District facility maps and records.
- **Budgeting:** Assist with the preparation of the O&M budget and submit it to the General Manager for review. The Operations and Maintenance Superintendent will adhere to the budget unless otherwise directed by the Manager and will adhere to the established system of accounting for expenditures. They will regularly review the status of the budget with the Manager and propose appropriate corrective action if necessary.
- **Procurement:** Monitor the purchases of the O&M Department to ensure compliance with District practices. Develop long-term plans and schedules for extraordinary maintenance and capital assets.
- **Community Liaison:** At the direction of the manager, investigate complaints concerning the operations of the District and report findings to the Manager for review.
- **Real Estate Management:** At the direction of the Manager, ensure all property belonging to LSID is properly maintained.
- **Safety Program:** Working with existing district consultants to ensure continued compliance with all applicable safety standards and practices. Review and recommend additional policies as needed to the Manager.
- **Coordination with Friant Water Authority:** Coordinate as-needed with staff from the Friant Water Authority in regard to water and/or maintenance activities.
- **Other Duties:** Perform other duties and exercise other powers as assigned by the Manager or as necessary to effectively manage the operations and maintenance activities of the District.

DESIRED CHARACTERISTICS

LSID is seeking a Superintendent who is experienced and forward thinking, innovative, and not afraid to perform multiple tasks when required.

This person should be able to think well “on their feet.” The Superintendent should be able to obtain the knowledge to perform all operations under their direct control, clearly communicate critical information to Management, be transparent, and have a strong sense of business and fiscal responsibility. This person should be a strong leader who is approachable, embraces the organization's culture, and will maintain the positive atmosphere that has been created. They should have an open-door policy to managing staff, delegate and monitor subordinates' efforts without micro-managing, and appropriately recognize staff successes. The Superintendent should also appropriately involve staff in decision-making, and continue to provide opportunities for staff growth and development.

The desired candidate will be intelligent, analytical, pragmatic, articulate, curious, creative, trustworthy, and present a professional image. Other important traits include being even-tempered, flexible and adaptable, personable, a good listener, and mature. Finally, they should be enthusiastic and have a sense of humor.



KEY CHALLENGES AND OPPORTUNITIES

The Operation and Maintenance position is new to the District and will work closely with the former General Manager prior to his retirement. This is a unique opportunity for the right person to step in and assist with some of LSID's key challenges and opportunities, including:

- Implementing a long-term replacement and rehabilitation program for the District's pipeline distribution system
- Assist with System Optimization Enhancements
- Modernizing the District file system
- Establishing and maintaining a GIS System of the District Facilities
- Maintain a fiscally conservative and strategic approach for the District
- Maintain programs to fund District improvements with state and/or federal grants
- Comply with regulations governing the delivery of domestic water to homes in the District

REQUIRED/DESIRED QUALIFICATIONS

- Bachelor's degree from an accredited college or university; a degree in engineering or related field is preferred
- Possession of a valid California driver's license and current vehicle insurance
- At least five years of supervisor/management experience, preferably in water operations or a related field; experience working for or with a public agency would be a plus
- Knowledge of California water law and experience in contracts
- Prior experience in one or more of the following fields: engineering sciences, project management, construction management, pump and motor operation, SCADA system operation, GIS, water treatment and distribution operations. Possess or ability to obtain a T2 & D2 Drinking Water Operator Certification
- Desire to serve the landowners and represent the District in a professional and responsible manner



COMPENSATION AND BENEFITS

The salary for this position is open, with hiring dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include:

- Paid vacation accruing initially at 5-1/2 days after six months employment, 12 days at one year, and up to a maximum of 15 days per year depending on tenure
- Sick leave is accrued at one day per month worked
- Eight paid holidays with two extra days granted with a District wide safety record
- Health coverage through Western Growers Assurance Trust with premium for employee and their family fully paid by the District
- Vision and dental insurance coverage with premiums for the employee and their family fully paid by the District contributes
- 401K retirement plan through Standard Insurance Company with the District matching two times the employee elective contribution up to 4% of total compensation
- Participation in Social Security and Medicare



APPLICATION AND SELECTION PROCESS

To be considered for this challenging and rewarding career opportunity, please submit a cover letter and resume. Resumes should reflect years and months of positions held.

Please send your materials to:

— BY MAIL —

Brad Troxel
Western Employers Consultants
PO Box 2055
Bakersfield, CA 93303

— BY EMAIL —

btroxel@bak.rr.com

The recruitment is open until filled with applicant screening on an ongoing basis. Candidates deemed to have the most relevant qualifications will be invited to participate in panel interviews. An appointment is expected subsequent to reference and/or background checks to be coordinated with the candidates.