



RIVERSIDE COUNTY
WATER RESOURCE PROTECTION



THE COUNTY OF RIVERSIDE
INVITES YOUR INTEREST
IN THE POSITION OF
**FLOOD CONTROL
DIVISION CHIEF**

SALARY RANGE
\$120,755 - \$191,764 ANNUALLY

THE POSITION



The Riverside County Flood Control and Water Conservation District (District) seeks a Flood Control Division Chief. This position will be based in Riverside and will play a crucial role in our Watershed Protection Division.

The Flood Control Division Chief is an advanced level manager classification reporting directly to an Assistant Chief Engineer and part of the 15-member management team. This classification is responsible for the overall coordination and establishment of operations, programs, duties, policies, practices, and procedures through the management of staff within the Watershed Protection Division at the Flood Control District. The Watershed Protection Division Manager ensures the District's compliance with environmental laws and regulations governing the construction, operation, and maintenance of stormwater management infrastructure.

CHARACTERISTICS OF THE IDEAL CANDIDATE:

- » Exhibits the administrative and technical knowledge to manage projects and/or programs at a very high level of accomplishment.
- » Exhibits strong leadership qualities and has demonstrated the ability to marshal resources and orchestrate multiple activities at once to accomplish a goal.
- » Sets realistic objectives, goals, and schedules; effectively and efficiently plans and organizes workflows and processes; and effectively and efficiently delegates work.
- » Has substantial professional experience, has achieved many notable successes and strives to stay current in their field of expertise.
- » Strong communication and interpersonal skills. Individual is able to convey complex concepts and technical information (in layman's terms) to a non-technical audience including decision makers, the public and District staff.
- » Ability to effectively navigate complex political situations and achieve desired outcomes; is sensitive to how people, groups and organizations function; anticipates obstacles and plans their approach accordingly; is a "maze-bright" person.
- » Understands group dynamics and how stakeholders interact.
- » An advanced degree, professional certification or a demonstrable commitment to continuous professional development, although not a requirement, will receive favorable consideration.



THE IDEAL CANDIDATE:

The ideal candidate for Flood Control Division Chief will be a visionary leader with a strong background in the field of stormwater quality, an expert negotiating NPDES permits or similar, and a history of building strong partnerships. The District is looking for an innovative, relationship-oriented leader who is empathetic, a flexible staff manager who encourages open dialogue, new ideas, staff development, and builds strong teams. The ideal candidate is also an active problem solver who develops alternative solutions, and brings resolutions to issues, involving others as needed.

- » Plan, organize, direct, evaluate, and coordinate the work of the Watershed Protection Division ensure the District's compliance with environmental laws and regulations governing the construction, operation, and maintenance of stormwater management infrastructure.
- » Represent the District at technical advisory committees, stakeholder meetings, water quality task forces, and public forums, offering subject matter expertise and facilitating discussions.
- » Drive rulemaking processes and negotiations for NPDES permit adoption, water quality objectives, and Basin Plan updates.
- » Interpret applicable laws, rules and regulations pertaining to divisional functions; evaluate pertinent legislative changes and impending changes; schedule major activities to assure efficient use of personnel and equipment.
- » Prepare or direct the preparation of technical reports and oral presentations on storm water quality projects and programs to the Board of Supervisors, various commissions, governmental officials, the public, and staff; may be required to defend technical reports of a complex or controversial nature.
- » Coordinate the work of a division with the other divisions of the District, other departments of the County and public and private agencies; represent the District at meetings, conferences, seminars, and in court.
- » Negotiate and prepare contracts and/or agreements for District projects; may prepare bid specifications for purchase of specialized equipment.
- » Direct the preparation of cost estimates and economic analyses.
- » Prepare or supervise the preparation of a variety of complex fiscal and management reports and correspondence; perform special studies as assigned by the Assistant Chief Flood Control Engineer, including periodic reports that reflect the overall financial position.

MINIMUM QUALIFICATIONS

EDUCATION: Graduation from an accredited college or university with a bachelor's degree, preferably with a major in planning, environmental science, environmental engineering, geography, geology, biological resources, chemistry, hydrology, or a related field to the assignment.

EXPERIENCE: Five years of professional experience in an administrative or managerial capacity overseeing stormwater programs, which included two of the five years in a supervisory capacity. (A master's degree from an accredited college or university in civil or environmental engineering, planning, environmental science, or a related field to the assignment may substitute for one year of the required non-supervisory experience.)

KNOWLEDGE OF: Local, state, and federal environmental laws, regulations, and standard practices, including Clean Water Act Section 402, the Porter-Cologne Water Quality Control Act, Title 40 of the Code of Federal Regulations, California Water Code, and other applicable state and federal regulations and guidance pertaining to NPDES Permitting, Waters of the U.S. and Waters of the State and Waste Discharge Requirements; basic principles of stormwater management, and social, economic and environmental conditions which affect public works planning general principles and practices of urban and public works planning; managing National Pollution Discharge Elimination Systems (NPDES) Stormwater Programs, which entail developing and implementing regional compliance strategies, conducting water quality monitoring and research, and supporting stakeholder engagement efforts. Understanding principles and practices of budgeting and financial management; functions and relationships of the local, state and federal governments and their impact on divisional activities; principles and techniques of modern management, organization, budgeting, and personnel management.

ABILITY TO: Plan, organize, direct, evaluate, and coordinate the work of a division overseeing compliance with environmental laws and regulations governing the construction, operation, and maintenance of stormwater management infrastructure; analyze complex, technical and administrative problems and adopt an effective course of action; supervise the preparation of comprehensive studies and technical reports, including recommendations; make effective presentations to and participate in a variety of meetings and conferences with other governmental agencies and the public; establish and maintain cooperative relationships with others.

LICENSE/CERTIFICATE: Possession of a valid California Driver's License.

COMPENSATION & BENEFITS

The annual salary for the Flood Control Division Chief is \$120,755 - \$191,764 In addition to a competitive salary, the County offers an excellent benefits package that includes:

- **MEDICAL/DENTAL INSURANCE:** A flexible benefit and premium subsidy totaling up to \$1,800 a month is provided toward the cost of medical and dental benefits. Vision is provided at no cost to the employee or eligible dependents.
- **RETIREMENT:** The County offers CalPERS Retirement.
 - **Tier I (Classic Member – Formula 3% @ 60):** Applicable to current and former County of Riverside local miscellaneous employees hired prior to 08/24/2012 and did not withdraw CalPERS contributions. The employee contribution is eight (8%) percent.
 - **Tier II (Classic Member – Formula 2% @ 60):** Applicable to local miscellaneous employees 1) hired after 08/23/2012 through 12/31/2012; 2) Previously employed with another CalPERS contracting public agency or a reciprocal retirement system, with a break in service of less than six months between the separation date with the previous employer and the appointment date with the County of Riverside. The employee contribution is seven (7%) percent. On July 1, 2024, the employee contribution rate will be 7.75%.
 - **Tier III (PEPRA New Member - Formula 2% @ 62):** Applicable to CalPERS local miscellaneous new members hired on or after the implementation of the Public Employees' Pension Reform Act of 2013 (PEPRA) which took effect January 1, 2013. As of July 1, 2020, the employee contribution is 7.25% and subject to change annually.
 - A new member is defined in PEPRA as any of the following: A new hire who enters CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California Public Retirement System. A new hire who enters CalPERS membership for the first time on or after January 1, 2013, and who was a member with another California Public Retirement System prior to that date, but who is not subject to reciprocity upon rejoining CalPERS. A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS agency after a break in service of greater than six months. CalPERS refers to all members that do not fit within the definition of a new member as "classic members". Contribution rates are subject to change based on the annual County of Riverside actuarial valuation.
 - **Note:** Reciprocity may exist with other public retirement systems in California, please see the CalPERS website for additional information: <https://www.calpers.ca.gov/docs/forms-publications/change-retirement-systems.pdf>
- **VISION SERVICE PLAN:** Provided at no cost to employee or eligible dependents.
- **401(a) MONEY PURCHASE PLAN:** County contribution of \$50 per pay period towards choice between two 401(a) plan providers.
- **DEFERRED COMPENSATION:** Two voluntary deferred compensation 457(b) plans are available. **SUPPLEMENTAL RETIREMENT:** County contribution of \$50 per pay period towards a 401(a) plan.
- **ANNUAL LEAVE:** Biweekly Annual Leave Accrual earnings of 1 - 3 years = 8.92 hours; 4 - 9 years = 10.46 hours; 10 or more years = 12 hours.
- **HOLIDAYS:** 12 paid holidays per year.
- **BEREAVEMENT LEAVE:** Five days (three days are County paid, with two additional days that may be taken using accrued leave balances).
- **LONG-TERM DISABILITY:** Benefit pays 66.67% of earnings to a maximum of \$10,000 per month; 30-day waiting period; pays to age 65. The benefit can be coordinated with other available leave balances to provide up to 100% of pay.
- **BASIC LIFE INSURANCE:** : \$50,000 of term life coverage. Premiums are paid by the County. Additional Supplemental Life plan is available for employee purchase.
- **POST-RETIREMENT MEDICAL CONTRIBUTION:** A monthly contribution is made by the County towards retiree health insurance offered through the County as governed by the Management Resolution or applicable bargaining unit.

THE COUNTY



Whether it is a stroll through the quaint boutiques of historic downtown Riverside, an afternoon in Temecula's wine country, or a round of golf on a world-class course in Palm Springs, Riverside County has something for everyone. Even the weather is wonderful, with rainy days few and far between. Riverside County is a great place to live, work, and play.

With more than 2.43 million residents, Riverside is the tenth most populous county in the U.S. and the fourth most populous county in California. The County stretches nearly 200 miles across, comprising over 7,200 square miles of fertile river valleys, low deserts, mountains, foothills, and rolling plains. Riverside County covers an expansive, varied geography that encompasses many diverse and rapidly growing communities with a wide range of public service needs.

The County shares borders with Imperial, Orange, San Diego, and San Bernardino Counties, comprising a region extending from the Pacific Ocean to the Colorado River. There are a total of 28 incorporated cities within the County.

Riverside County is conveniently located within a short drive to Southern California's many cultural events, theme parks, and tourist attractions, which make it an excellent alternative to the more costly and congested neighboring counties. The County's housing market continues to be among the most affordable in Southern California.

Additionally, higher education facilities are abundant throughout the area, providing continuous educational opportunities for professional development.



THE COUNTY GOVERNMENT

County of Riverside government recognizes the value of a qualified and diverse workforce, making it a priority to build an organization that reflects the vibrant community it serves.

The County's leadership consists of five members of the Board of Supervisors who serve as both the legislative and executive branches of the County government. They are elected by district, on a nonpartisan basis, to four-year staggered terms. There are no term limits. The Board Appointed County Executive Officer oversees the day-to-day activities of the County's agencies and departments.

The County's core business includes law enforcement, prosecution, probation, parks, community development, public works, public health, public social services, the County hospital, fire, housing, and employment and administrative services. County of Riverside has more than 25,458 employees across over 40 departments and agencies. To learn more about the County of Riverside, go to: <https://rivco.org>.



ABOUT FLOOD CONTROL & WATER CONSERVATION DISTRICT

The Riverside County [Flood Control and Water Conservation District](#) was created July 7, 1945, by an Act of the California State Legislature. Its core mission is to responsibly manage stormwater in service of safe, sustainable, and livable communities. This involves protecting people and property from flooding through the construction and maintenance of drainage infrastructure, capturing stormwater and recharging it into groundwater aquifers, and incorporating other community benefits, such as recreational trails and parks, into our projects where feasible.

The District is located in the western portion of Riverside County, covering an area of approximately 2700 square miles. It extends easterly to include the cities of Palm Springs, Cathedral City and Desert Hot Springs, and south to the city of Temecula. The District is governed by a Board of Supervisors comprised of the same individuals as the Riverside County Board of Supervisors.

Watershed Protection Division

The Watershed Protection Division is a multidisciplinary team of 15 staff that works to reduce the stormwater pollution in Middle Santa Ana River, Santa Margarita River and Whitewater River watersheds through education, best management practices, evaluation and water quality monitoring, and through other efforts in coordination with 27 cities within Riverside County. The Watershed Protection Division enables the District, County of Riverside and city to maintain compliance with the National Pollutant Discharge Elimination System (NPDES) permits that authorize the operation and maintenance of the region's interconnected municipal storm drain systems.

Watershed Protection Program Mission Statement

To protect, preserve and enhance the quality of Riverside County watersheds by fostering a community wide commitment to clean water.

District Values

Integrity - Speak honestly and follow through

Transparency - Our actions will be visible and understandable

Trust - We can count on each other, and others can count on us

Teamwork - Shared purpose, shared values, shared goals

Accountability - We are responsible for results

Excellence - We deliver outstanding results and exceed expectations



APPLICATION PROCEDURE

Candidates are encouraged to apply by October 6, 2025.

To be considered, please electronically submit your application, including resume via Government Jobs or clicking [HERE](#).

Resumes should reflect related work experience as well as details of years and months of positions held. For questions regarding this recruitment, please contact Vanessa Diaz Beard at vdbeard@rivco.org.

Applications will be screened based on criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to participate in a formal interview process. Extensive reference and background checks will be completed on the selected candidate.

