



General Manager

IMPERIAL IRRIGATION DISTRICT



ABOUT THE IMPERIAL IRRIGATION DISTRICT

The Imperial Irrigation District (IID) is a public utility serving water and power across Southern California's Imperial and Coachella Valleys. Established in 1911, IID is the largest irrigation district in the nation serving 2.6 million acre-feet per year of Colorado River water to nearly 500,000 acres of land and municipalities in the Imperial Valley with more than 3,000 miles of canals and drains. The district is also the third largest public power utility in California serving 158,000 electric accounts across Imperial County and half of the Coachella Valley with a robust generation fleet, 1,254 and 7,845 miles of high voltage transmission and low voltage distribution line, respectively. Serving its communities of customers with water and power for over a century, the district staffs over 1,400 positions and operates with a \$1.1 billion budget. IID is governed by a five-member Board of Directors elected by the citizens residing within the district's water service area.

THE MISSION

The Imperial Irrigation District is a fiscally responsible public agency whose mission it is to provide reliable, efficient, and affordably priced water and energy service to the communities it serves.

THE VISION

The Imperial Irrigation District will protect the Imperial Valley's water rights and energy balancing authority, deliver the highest level of customer service and maintain system reliability for the sustained benefit of the regional economy, the environment and the communities it serves in a fiscally responsible manner.



CURRENT SITUATION

The district's current key priorities are substantial. They include: responding to drought conditions on the Colorado River, managing and protecting the district's water rights during the negotiation of state and federal level agreements relating to the operations of the Colorado River, managing new growth demands throughout IID's energy service area in concurrence with the area's population growth, implementing a sustained capital improvement program for energy assets and furthering the key leadership role IID has in renewable energy development and helping California and the region meet its renewable energy goals.

These exciting opportunities and advancements are the topics that require the immediate attention of the new General Manager.

THE ROLE OF THE GENERAL MANAGER

Appointed by, reporting to, and under direction of the Board of Directors, the General Manager manages the organization. The executive leadership team includes the department managers for Water, Energy, Finance, Human Resources, General Services, and Information Technology. The General Counsel and Internal Auditor both report to the Board of Directors. Working closely with the executive leadership team, the new General Manager will lead the district's operations and transform IID in accordance with the mission, vision, and policies adopted by the Board of Directors.

The General Manager will serve as the public leader of IID and will manage and provide general direction to department managers and executive staff in managing and supervising their departments and offices. Externally, the General Manager along with the Board of Directors when necessary, will promote District activities, lead discussions and negotiations with government and private entities and meet often with community organizations and the general public.

There are several challenges and opportunities for the incoming General Manager. Managing Colorado River drought response issues within the district and engaging in intrastate and interstate discussions and negotiations with other agencies, states, and the federal government will be immediate. IID's energy generation, transmission, and distribution systems are in need of enhancement across the service area. Managing revenue using best practices for water and power will have long term benefits for the district including managing rate increase processes and implementation.

KEY OBJECTIVES

The new General manager will be expected to accomplish the following in the next 18-24 months:

- Build a culture that is committed to excellence and is known as a high performing and innovative organization noted for valuing diversity, workplace equity, inclusion, shared vision, and mission.
- Oversee the growth and development of strong leadership teams for water and power that embrace best practices and a continued commitment to innovation and service.
- Work closely with the board to develop a strategic plan that reflects the vision and priorities of the board, while supporting the Board in its efforts to adopt best practices regarding governance, decision making and policy development.
- Strengthen relationships with the external partners to work toward the equitable and sustainable management of resources for Imperial Valley and Coachella Valley.
- Develop a plan for revenue enhancement that could include rate strategies for power and water, new economic opportunities, growth of existing options in power, launching of potential new industries and other ventures, and the efficient use and management of existing resources.



THE IDEAL CANDIDATE

The ideal candidate will be a current General Manager who is familiar with utilities. The IID leadership teams represent substantial water and power expertise and capably manage the current day to day needs of IID. The ideal General Manager is an executive who values subject matter expertise and sees themselves as a visionary who can imagine and articulate the path forward for IID given its current realities and challenges.

The following characteristics would be preferred:

- An executive who recognizes the needs of the public as represented by an elected Board of Directors and can communicate those needs in the management of a large and dynamic public agency.
- Working knowledge and understanding of the organization and management of a large public utility including a real command of best principles of management; water and power utility law and legislative practices and procedures; and the role of federal, state, and local governmental agencies related to District operations.
- Ability to generally understand the engineering, technical and finance realities of utilities.
- Ability to understand the critical relationship that must be developed and maintained with several specific constituencies including an elected Board of Directors, regulatory agencies, consumer advocacy groups, members of the business community and importantly the citizens of Imperial Valley and Coachella Valley.

PERSONAL CHARACTERISTICS

The new General Manager will be expected to have the following personal characteristics:

- Trustworthiness, honesty, integrity
- Transparent professional style
- Engaging and inspiring interpersonal skills
- Appreciation for the needs of key stakeholders
- Diplomatic consensus building
- Demonstrated commitment to equity and social responsibility





EDUCATION, EXPERIENCE AND DESIRED FAMILIARITY:

Degree in public or business administration or engineering or a related field from an accredited college or university, and a minimum of eight years of experience in an executive managerial capacity preferably with a public agency or utility.

AND

Experience leading an organization with a significant workforce and complex governmental regulation; experience leading an organization with numerous organizational customers; experience with government relations at the state and federal levels; experience in negotiating issues or projects with significant and diverse political interests; and such experience as the Board of Directors deems appropriate.

Desired Familiarity with: Federal, state, and local government legislative processes; political processes; administrative practices for a public agency organization with responsibilities for a variety of water issues and power issues relating to contract negotiations, water management programs, water resources, and regulatory requirements; regional water resilience and local water project development and implementation; energy and environmental impacts of water management and operations; climate science as it pertains to weather patterns and water availability; communications strategies and tools; California and/or Colorado River Basin water problems and issues; Urban, agricultural, and environmental water interests; current business and organizational management theories and practices; public sector personnel practices and regulations; budgeting practices and procedures; contracting practices and regulations; management and supervisory concepts and techniques; team building; consensus-building best practices; governmental and community relations; contract administration; and complex project management.



COMPENSATION

Compensation will be \$350,000 to \$450,000 and commensurate with the experiences of the selected candidate. The district also provides a comprehensive benefits package.

THE SELECTION PROCESS

The position will remain open until filled. First consideration will be given to applications received by **May 19, 2023**. To apply for this outstanding opportunity, please electronically submit your resume, letter of interest to **The Byers Group** at generalmanager.iid@byersgroupca.com. The letter of interest should outline why you are interested in joining IID and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.

The Board strongly prefers candidates who will reside in the Imperial Valley.



THE BYERS GROUP
EXECUTIVE SEARCH AND C-SUITE CONSULTING

Confidential inquiries are encouraged and can be directed to:

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