



NOW RECRUITING!

WATER RESOURCES AND ENVIRONMENTAL SERVICES MANAGER



THE IDEAL CANDIDATE

Chino is seeking a forward-thinking WRESM with technical expertise, leadership, vision, and diplomacy. If you are a collaborative, strategic, and innovative leader who is passionate about water resources and environmental resources management, Chino offers the platform, the people, and the moment to make a lasting impact on an adjudicated water basin (i.e., Chino Basin).

The successful WRESM will:

- Lead with integrity, emotional intelligence, collaboration, and the ability to unite diverse stakeholders around a shared vision.
- Strengthen organizational culture and develop future leaders through mentorship and succession planning.
- Stay aligned with regional, state, and federal policies, permitting, and compliance requirements.
- Inspire and motivate staff while fostering a culture of accountability, growth, and excellence.
- Serve as a practical, forward-thinking leader who brings clarity, diplomacy, and sound judgment to complex water resource and environmental challenges.
- Champion transparency, accessibility, and open communication to build trust with staff, the public, and external stakeholders.

THE POSITION

Under general direction, this position manages water resources and environmental programs within the Public Works Water Utility Division, oversees regulatory compliance, guides and mentors staff, collaborates with operations, develops policies and resource plans; and provides complex support to department leadership.



WHY JOIN THE CITY OF CHINO?

The City of Chino has nationally been named one of the fastest-growing communities in the country. Chino is a vibrant place to live, work, and play, that is recognized for its integrity and dedication to public service. Together we take pride in providing quality, caring service to our community. The City of Chino pursues excellence in all facets of our operations and services, guided by the following Organizational Values:



ABOUT THE PUBLIC WORKS DEPARTMENT

The Public Works Department plays a key role in maintaining and improving the City's infrastructure to enhance the quality of life for residents, businesses, and visitors. The department oversees streets, traffic systems, landscaping, lighting, water, sewer, and storm drains, as well as City-owned facilities and vehicle fleets. Public Works also provides engineering, environmental compliance, and inspection services, manages capital improvement projects and recycling programs, and administers the City's solid waste franchise. Committed to quality, efficiency, and sustainability, the department helps build a safe, resilient, and thriving community.

CORE RESPONSIBILITIES

- Lead division goals, priorities, budgets, staffing, contracts, and service delivery improvements to support effective operations.
- Plan and manage water resource programs, including groundwater, recycled water, water rights, conservation, efficiency, and long-term planning.
- Oversee environmental compliance programs, permitting, monitoring, regulatory requirements, and related policy or procedural improvements.
- Prepare reports and recommendations for City leadership, boards, commissions, and committees.
- Attend and participate in regional agency, board, commission, committee, professional organization, and stakeholder meetings on behalf of the City.
- Represent the City with regional partners and stakeholders, address complex issues, maintain records, and ensure regulatory compliance.



QUALIFICATIONS

Knowledge of: Public administration, budgeting, supervision, program management, regulatory compliance, safety, customer service, reporting, and technology related to water resources and environmental programs.

Ability to: Lead staff; develop goals, policies, and budgets; ensure compliance; improve services; analyze technical information; prepare reports and make presentations; represent the City; communicate effectively; exercise sound judgment; and build strong working relationships.

Education and Experience: A qualifying combination of education, training, and experience is required, typically including a bachelor's degree in a related field and five years of responsible experience, with two years in a lead or supervisory role.

Licenses and Certifications: A valid California Driver's License is required and must be maintained throughout employment. A Grade D2 Water Distribution Certification and Professional Engineer License are desirable.

COMPENSATION & BENEFITS



SALARY RANGE: \$137,205 - \$181,453

BENEFITS PACKAGE:



- Comprehensive medical, dental, and vision coverage with generous City contribution; Benefit Bank (\$2,599.32/mo, available for cash out) for purchase of medical, dental, and/or vision insurance (unused portions paid in regular paychecks as earned)



- Deferred Compensation Plan: 457(b) and \$250 monthly City-paid contribution to a 401(a) account
- Generous paid time off: Up to 400 hours of vacation (based on service), 12 ten-hour holidays, plus separate sick leave (with potential credit of up to 200 hours of sick leave from prior employer), bereavement leave, 60 hours of management leave (with optional/partial cash-out option), and 35 annual hours of floating holiday time



- Professional growth & family perks: Tuition advance and reimbursement programs, Retirement Health Savings (RHS) plan, Flexible Benefits Spending plan.

This summary highlights key elements of the City of Chino's compensation and benefits package.

Note: The working title for this position is Water Resources and Environmental Services Manager. The formal classification for this position is Water Resources Manager. A full list of requirements, benefits, and terms of employment is available online. Candidates are encouraged to review the complete details provided by the City of Chino, using the QR Code.



This recruitment is **open until filled**. For more information, please contact Steven Wright, Executive Recruiter, Jacob Green & Associates | Phone: 626.826.4695

To apply, please email a cover letter and resume to:

Chino.WRESMrecruitment@jacobgreenandassociates.com

THIS IS A CONFIDENTIAL RECRUITMENT.



JGA conducts recruitments through a strict, candidate-protective confidential process. Candidate information is shared only with the appointing authority. All interviews occur offsite with logistics managed discreetly to ensure privacy and controlled exposure at every step. This approach reflects our firm's core philosophy: protecting candidate confidentiality to maintain trust and integrity throughout the search.

