



## ASSISTANT GENERAL MANAGER – ENGINEERING and CONSTRUCTION

Unrepresented Employee - Exempt

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### POSITION CHARACTERISTICS

To assist the General Manager in managing and directing the activities of District operations; to plan, organize and direct the activities of the Engineering and Construction departments; to analyze and recommend the policies and procedures related to assigned departments; and to provide highly complex assistance to the General Manager.

The Assistant General Manager is a classification that has responsibility for coordinating the activities of assigned departments that provide diverse but related services, and in addition, performs general administrative tasks for the General Manager.

### Supervision Received And Exercised

Receives policy direction from the General Manager.

Exercises direct supervision over management, professional and clerical personnel.

**Examples of Duties** - Duties may include, but are not limited to, the following:

Assist the General Manager in managing and directing the activities of district departments and in providing direct supervision to the Engineering and Construction departments.

Develop, plan, and implement goals and objectives for reporting departments consistent with the District's adopted organizational mission to provide the highest quality water to consumers at the lowest possible cost; and to utilize performance planning techniques to identify, establish, achieve and measure goals and objectives for reporting departments.

Review, interpret, develop, modify and implement District administrative policies and their application to specific situations in departments; resolve conflicts involving multiple departments in matters/issues not addressed by existing District policies and procedures.

Assist in developing and coordinating the District budget; review all budget proposals made by Engineering and Construction departments; recommend budgets for these departments to the General Manager for inclusion in the proposed fiscal year budget; review and recommend budget adjustments to the General Manager; review expenditures/revenues for reporting departments during the fiscal year.

Coordinate the work of the Engineering and Construction departments, for integration of functions and consistency of actions.

Monitor and review operations of the Engineering and Construction departments for policy, fiscal, operational, and political impacts; conduct, or assist with conducting policy, staffing and operational studies, primarily involving assigned departments.

Recommend the appointment of personnel; conduct performance evaluations; recommend discipline; implement disciplinary procedures; maintain discipline and high standards necessary for the efficient and professional operation of the Engineering and Construction departments; review and make recommendations, in coordination with District Human Resources and Risk Division regarding personnel actions requiring approval of the General Manager.

Allocate and commit resources, including funding, staffing and facilities, for new and existing programs, particularly those arising outside the annual budget process and involving inter-department coordination among reporting departments.

In the absence of the General Manager, to assume the responsibility of the General Manager as assigned.

Build and maintain positive working relationships with co-workers, other District employees outside agencies and municipalities and the public using principles of good customer service.

Represent the District to outside agencies and organizations; participate in outside community and professional groups and committees; provide technical assistance as necessary.

Research and prepare technical and administrative reports; prepare written correspondence.

Perform related duties as assigned.

**Knowledge of:**

Principles and practices of civil engineering, including the design and construction of water facilities.

Principles and practices of operation and maintenance of water facilities.

Principles and practices of public administration, including utility financing.

Principles and practices of environmental impact assessment and related regulatory processes.

Principles and practices of policy development and implementation.

Principles and practices of leadership, motivation, team building and conflict resolution.

Principles and practices of business correspondence and report writing.

Principles and practices of security.

Pertinent local, State and Federal laws, rules and regulations.

Budgeting procedures and techniques characteristic of utility operations.

Principles and practices of organizational analysis and management.

Principles and practices of supervision, training and personnel management.

Modern office procedures and computer equipment.

**Ability to:**

Assist in the planning, direction and control of the administration and operation of the Engineering and Construction departments.

On a continuous basis, analyze budget and technical reports; interpret and evaluate staff reports; know laws, regulations and codes; observe performance and evaluate staff; problem solve issues of District-wide application; remember various personnel rules; and explain and interpret policy.

Develop and implement policies and procedures having District-wide application.

Gain cooperation through discussion and persuasion.

Successfully develop, control and administer District budget and expenditures.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Interpret and apply District policies, procedures, rules and regulations.

Communicate clearly and concisely, both orally and in writing.

Supervise, train and evaluate assigned personnel.

Establish and maintain working relationships with those contacted in the course of work.

**Education and Experience:**

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

**Education:** Equivalent to a Bachelor's degree in Civil Engineering. A Master's degree in Civil Engineering is highly desirable. A Master's degree in Business Administration or Public Administration is also desirable.

**Experience:** Ten years of increasingly responsible administrative experience in a municipality or special district, including five years of senior level administrative and management responsibility.

**Physical Demands:**

Work is mainly performed in a normal office and meeting room environments. On occasion, the position requires the ability to travel on District business and to visit and inspect District facilities and projects that require traversing uneven or difficult terrain, in all types of weather conditions. The duties of the position require the ability to walk, observe, talk, listen, and operate a computer and telephone. Occasionally, work requires lifting or moving up to 15 pounds. Work hours are irregular and include evening meetings.

**Other Requirements:**

Possession of Certificate of Registration as a Civil Engineer in the State of California.

Possession of, or ability to obtain, a valid California driver's license.

Adopted: Nov 2007

Approved \_\_\_\_\_ Human Resources and Risk Manager