



San Bernardino Valley Water Conservation District

Helping Nature Store Our Water

SENIOR ENGINEER

Position Profile

APPLICATIONS DUE APRIL 25, 2025

Our Mission

As one of California's first sustainable groundwater replenishment agencies, the District proactively recharges water, improving supply for the benefit of water users, local businesses, and native flora and fauna in a financially responsible way.

The District leverages our unparalleled expertise as stewards of the water and land, responsibly innovating in water and habitat conservation, harmonizing and enhancing working landscapes, and enriching open space as a community asset.

1630 West Redlands Blvd. Suite A
Redlands, California 92373

(909) 793-2503

www.sbvxcd.org



**San Bernardino Valley
Water Conservation District**

Helping Nature Store Our Water

SENIOR ENGINEER/ SENIOR GEOTECHNICAL ENGINEER

At San Bernardino Valley Water Conservation District, we value diverse backgrounds and experiences. If you're passionate about this role but don't meet every requirement, we encourage you to apply. We believe that skills, potential, and attitude are a critical component of success alongside experience.

Senior Engineer/Senior Geotechnical Engineer

Meets all Skills, Abilities, License Requirements, Education and Training, and Special Requirements. Initially may have moderate Knowledge and Experience. Success in this role will include increasing education, knowledge and experience through training and on-the-job experience in order to accomplish all elements of the position.

Salary Range: \$126,063 to \$166,404

POSITION OVERVIEW

Under general supervision, performs professional field and office engineering and hydrogeology work related to the planning, design, construction, and maintenance of groundwater recharge facilities and capital improvement projects requiring use of specialized engineering, GIS, CAD, and other software and related equipment; provides project management and administration, where assigned; provides professional staff assistance to the General Manager and District staff in the planning, design, construction, and maintenance of the District's capital improvement projects, land development, infrastructure, and departmental operations; supports groundwater recharge operations through frequent collaboration with the District's Field Operations and Natural Resources teams; confers and collaborates with engineers, contractors, and representatives of project partners and other agencies on regional water planning, policies, and projects; provides engineering expertise and analysis as needed for operational, legal, and administrative matters, including permitting, litigation support, groundwater modeling, and real property matters; and performs related duties as assigned.

Supervision

Receives direct supervision from the Principal Engineer or General Manager. May supervise Assistant Engineer, and provides technical and functional direction to interns and consultants.

May be delegated General Manager's discretionary approval authority over contractor performance, review and approval of change orders, progress payments, and contractual, code, and standards compliance matters on District capital or maintenance projects.

Position Type and Expected Hours of Work

- Full-Time, Exempt, Salaried
- Work schedule is Monday – Friday, from 8:00 a.m. to 5:00 p.m.
- In-person attendance for the first four months of employment is required, with up to two days of remote work thereafter pending supervisor approval

DESIRED QUALIFICATIONS

Skills

- Collaborative, team-based approach founded in strong interpersonal skills, kindness, and a positive attitude.
- Excellent communication and customer service skills.
- Strong time management skills, including the ability to plan and schedule work in advance of Board and Committee meetings to deliver products on time.
- Strong techniques for record keeping, writing, and report preparation.
- Superb math, technical, and problem-solving skills.
- Knowledge of proper uses of English spelling and grammar.
- Bilingual Spanish language skill is desirable, but not required.

Abilities

- Conduct comprehensive engineering and water rights studies and prepare reports with recommendations.
- Prepare, understand, and interpret engineering plans, specifications, and other contract documents.
- Review plans, specifications, designs, cost estimates, and legal descriptions for construction projects.
- Manage engineering consultants and construction contractors to complete planning, design, and construction projects on-time and within budget.
- Prepare and modify databases, engineering drawings, maps, improvement plans, and illustrative graphics using GIS, CAD, or other appropriate software.

- Prepare and present clear, concise, and logical written and oral reports, correspondence, policies, procedures, and other written materials using proper grammar and punctuation.
- Interpret, apply, explain, and ensure compliance with federal, state, and local policies, procedures, laws, and regulations, technical written material, and District engineering policies and procedures.
- Establish and maintain a variety of filing, record-keeping, and tracking systems.
- Make sound, independent decisions within established policy and procedural guidelines.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and consistently meet critical time deadlines.
- Operate field measurement and survey tools.
- Effectively use computer systems, specialized software applications, and modern business equipment to perform a variety of work tasks.

Knowledge and Experience

- Principles and practices of civil engineering as applied to the planning, design, cost estimating, construction, installation, and inspection of a wide variety of capital improvement projects and maintenance of District facilities.
- Groundwater management principles, including hydrology, hydraulics, groundwater modeling, hydrogeology, geotechnical engineering, groundwater recharge processes.
- Groundwater recharge methods and technical operations support, including equipment and infrastructure used for water diversion and recharge such as culverts and percolation basins.
- Practices of researching engineering and design issues, evaluating alternatives, making sound recommendations, and preparing and presenting effective technical and staff reports and presentations.
- Project construction cost estimating and overall project budgeting over fiscal years.
- Engineering plan preparation, review practices, and permit filing and approval procedures.
- Project scheduling from concept phase through construction with knowledge of time required for each significant element of work.
- Construction methods including inspections, management, and water quality control principles and reporting/permitting requirements.
- Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned areas of responsibility.
- Modern developments, current literature, and sources of information regarding engineering.

Education and Training

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

- Equivalent to a bachelor's degree from an accredited college or university with major coursework in civil or geotechnical or environmental engineering or a related engineering field or hydrogeology and eight (8) years of professional engineering experience.

License Requirements

- Possession of a valid California Driver's License to be maintained throughout employment.
- Possession of a valid Professional Engineer (PE) license in the state of California, or the eligibility and commitment to obtain licensure within nine months of hire, in accordance with state engineering registration requirements.
- Possession of a current Project Management Professional (PMP) certification is desired.

Special Requirements

Essential duties require the following physical skills and work environment:

- See in the normal visual range with or without correction
- Hear in the normal audio range with or without correction
- Lift up to 25 pounds to eye level
- Ability to work in a standard office environment
- Ability to work under field and construction conditions
- Frequent interaction with staff and public

EXAMPLES OF ESSENTIAL DUTIES

Project Planning and Design:

- Plans, directs, and provides technical engineering and project management for operations, maintenance, and capital improvement projects, including the Program for the Expansion of Recharge Capacity (PERC). Prepares and reviews project scopes, schedules, budgets, engineering designs, specifications, and cost estimates for groundwater recharge and related infrastructure projects.
- Provides significant contributions to revise (as needed) and implement the District's Operations Manual and Maintenance Plan as part of an interdisciplinary team.
- Conducts field investigations and technical research to inform project design and optimize maintenance protocols, including soil and hydrologic conditions affecting groundwater infiltration, in coordination with the District's Operations team.

Application of Technical Knowledge and Expertise:

- Develops and/or applies expertise in groundwater hydrology and hydrogeology to analyze subsurface hydrologic and data on soil infiltration and aquifer recharge to inform and optimize recharge facility designs and operations.
- Develops, reviews, and analyzes technical engineering designs related to groundwater recharge operations and projects, incorporating key information from relevant hydrologic modeling, geotechnical assessments, and regulatory standards.

Permitting and Compliance:

- Collaborates with operations staff, natural resource staff, water agencies, consultants, and regulatory agencies to limit environmental impacts from construction and facilities operations, secure permits in a timely and cost-effective manner, and ensure compliance with the Upper Santa Ana River Wash Habitat Conservation Plan.
- Develops and/or reviews project designs that comply with local, state and federal building, construction, stormwater, environmental, and other applicable regulations.

Procurement and Contract Administration:

- Procures professional services, including preparing requests for proposals, bid documents, specifications, negotiating contract terms, etc., in compliance with applicable laws and policies, and presents these materials to the General Manager and/or Board committees and/or Board for approval as needed.
- Manages contracts, budgets, task orders, and construction to deliver on-time, quality, high-value groundwater recharge projects that meet plan specifications.

Construction and Implementation:

- Oversees construction activities completed by contractors, including serving as the Resident Engineer and completing final inspections where appropriate.
- Monitors and develops simple, technically accurate solutions to construction quality control and operational maintenance needs for facilities such as recharge basins, canals, and levees.

Operations and Maintenance:

- Collaborates within an interdisciplinary team to manage and optimize groundwater recharge operations, incorporating hydrologic data and model predictions to enhance efficiency.
- Develops technical solutions to challenges encountered by the Operations Team during their routine maintenance of recharge infrastructure, such as sediment removal, erosion repair, and vegetation management, to optimize recharge, lower costs, and maintain long-term functionality.

Monitoring and Reporting:

- Prepares (if needed) and reviews water right and recharge reports, including daily flow data, engineering investigation, and infiltration performance metrics.
- Uses groundwater modeling tools to analyze and report on recharge project performance.
- Reviews, analyzes, and presents data and reports for the Big Bear Watermaster, engineering investigation, annual water rights reports, and daily flow reports, including providing technical input on methods, data, and results.

Regional Coordination:

- Collaborates with agencies, non-profits, and academic institutions to inform regional water management initiatives using the District's long-term recharge dataset and experience and incorporates groundwater recharge into the regional water management strategy wherever appropriate/needed.
- Represents the District in interagency meetings, providing technical and policy input to support long-term groundwater sustainability, and water planning and construction efforts undertaken as partnerships with other agencies. Serves as an ambassador and liaison to interested parties, both public and private, regarding the benefits of long-term aquifer stewardship, groundwater recharge, and local recharge-related projects.
- May serve as the Big Bear Watermaster.

Staff Development, Mentorship, and Oversight:

- Oversees and/or mentors junior engineering team members, emphasizing technical skill development in recharge-related areas of hydrogeology and civil engineering and application of these skills in pragmatic, cost-effective ways to optimize recharge and lower maintenance costs.
- Recommends professional development opportunities to enhance individual, team, and District capabilities in engineering, hydrologic modeling and analysis, and other technical areas related to the optimal design, construction, and operation of groundwater recharge facilities.

Policy Development and Strategic Planning:

- Contributes to policies and standards that incorporate best technical and modeling practices and results into aquifer stewardship and groundwater recharge.
- Collaborates within an interdisciplinary team to implement the District's Strategic Plan goals and objectives to maximize water capture and support sustainable groundwater management.

Continuous Improvement:

- Identifies and integrates emerging technologies and methodologies in civil and geotechnical engineering and hydrology to enhance recharge operations.
- Attends and presents on the District's successful long-term aquifer stewardship actions at regional, state and national conferences.
- Applies findings of data analyses, modeling, and engineering studies to refine operational strategies, ensuring alignment with District goals.

- Performs related duties as assigned.

COMPENSATION AND BENEFITS

SBVWCD strives to provide generous compensation with the following benefits for employees:

- Sick and vacation pay
- 12 paid annual holidays
- 100% of employee health benefit contributions
- 75% of family health benefit contributions
- Vision and dental benefits with minimum employee contributions
- \$20,000 family building benefit through Progeny
- Flex or 9/80 work schedule
- 1-2 remote workdays/week
- Annual Cost-of-Living Adjustment (COLA)
- Annual merit-based raise opportunity
- [CalPERS](#) retirement package
 - [PEPRA](#) for new employees
 - 2.5% at 55 years of age for Classic plan members
- Retiree healthcare for former employee and spouse from 60 years of age until both qualify for Medicare (after five years of District service)
- Educational Assistance for education related to job duties
 - Reimbursement of educational expenses up to \$2,500 per calendar year for full-time employees
- Work at SBVWCD counts toward the Public Service Loan Forgiveness (PSLF) [program](#)

HOW TO APPLY

To apply for this position:

1. Send a cover letter, your resume, three references, and a completed Application for Employment (included in this Position Profile) to Allison Zecher at azecher@sbvwcd.org by **April 25, 2025**.
2. For more information, contact Allison Zecher at azecher@sbvwcd.org.



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ABOUT US

For nearly a century, the San Bernardino Valley Water Conservation District has stewarded the San Bernardino Valley water basin and the native species of the Upper Santa Ana River Wash. Its collaborative approach to project management assures high-quality local water supplies for people, agriculture, and the environment. This includes groundwater recharge and oversight, and protection of habitat and native species in the Wash.

SBVWCD VALUES

- **We embody integrity** through fiscal responsibility in public service by holding ourselves accountable to our partners and community at large.
- **We continue to build our community** of employees, partners, businesses, and neighbors who drive our mission. Our success depends on responsive collaboration and transparent communication.
- **We are stewards of the water, land, and environment** and are committed to sustainable practices that will ensure a resilient future.
- **We are ethical** and respect both people and the environment to serve our community's diverse values.
- **We balance innovation and time-tested pragmatism** to advance professional excellence, continually improving to meet the evolving priorities of today and a changing world tomorrow.
- **We are resilient.** We adapt to address future climate impacts and ensure the District's next 100 years with our continued humble, flexible, and curious approach to water and the natural world.

SAN BERNARDINO VALLEY WATER CONSERVATION DISTRICT

1630 West Redlands Blvd., Suite A
Redlands, CA 92373

Phone: (909) 793-2503
Fax: (909) 793-0188

APPLICATION FOR EMPLOYMENT

It is our policy to comply with all applicable state and federal laws prohibiting discrimination in employment based on race, age, color, sex, religion, national origin, or other protected classification.

Please print – use ink or typewriter.

Position applied for _____

Name _____ Date _____

Address _____
street city state zip

Telephone number _____ Are you over 18 years old? Yes No

Are you authorized to work in the U.S. on an unrestricted basis? Yes No

How did you learn of this opening? _____

Have you worked here before? Yes No

Have you seen a copy of the job description listing the essential functions of the job? Yes No

Can you perform these essential functions with or without reasonable accommodation? Yes No

Are there any hours, shifts or days you cannot or will not work? _____

Are you willing to work overtime as required? Yes No

EDUCATION	NAME & LOCATION OF SCHOOL	MAJOR	DIPLOMA/ DEGREE
High School			
College/University			
College/University			
Other training/Education			

In addition to work history, what other experiences, skills or qualifications especially suit you for this position with our district?

WORK HISTORY

May we contact your present employer? Yes No

Most Recent Employer	Address	Telephone
Date Started	Starting Position	
Date Left	Position on Leaving	
Name and Title of Supervisor	Reason for Leaving	
Description of Duties:		
Previous Employer	Address	Telephone
Date Started	Starting Position	
Date Left	Position on Leaving	
Name and Title of Supervisor	Reason for Leaving	
Description of Duties:		
Previous Employer	Address	Telephone
Date Started	Starting Position	
Date Left	Position on Leaving	
Name and Title of Supervisor	Reason for Leaving	
Description of Duties:		

Is there any information relative to name change, assumed name, or nickname necessary for verification of work and education record? Yes No

APPLICANT'S CERTIFICATION AND AGREEMENT

I certify the facts I provided in this Application for Employment are true and complete to the best of my knowledge. I understand that if I am employed, false statements, omissions or misrepresentations may result in my dismissal. I authorize the San Bernardino Valley Water Conservation District to make an investigation of any of the facts that are set forth in this application.

I am also aware that employment with the San Bernardino Valley Water Conservation District is "at will", which means that the employment relationship may be terminated at any time, with or without prior notice, and for any reason not prohibited by statute. I understand that no supervisor or manager of the district has any authority to alter the "at will" employment status.

I am aware that district policy requires that successful job applicants pass a job-related physical which includes a drug screening test prior to beginning employment.

Date _____ Applicant's Signature _____