



Announcing An Outstanding
Career Opportunity

GENERAL MANAGER



Recruitment services provided by **Ralph Andersen & Associates**



THE OPPORTUNITY

Rosamond Community Services District (RCSD) is seeking an experienced General Manager to oversee the delivery of services to this growing area. This at-will executive level position reports to a five-member Board of Directors and is responsible for the overall administration of this special district for service delivery, operations and capital projects. This is an exciting opportunity for an energetic leader to make a real contribution to the community.

THE COMMUNITY

Located in Southern California's Antelope Valley, Rosamond is an unincorporated community of approximately 14,000 at the hub of what has been called "Aerospace Valley." Rosamond is the gateway to Edwards Air Force Base, and is just south of the emerging western civilian spaceport at Mojave. Rosamond is located in Kern County, adjacent to Highway 14 just north of the Los Angeles County border and the nearby communities of Palmdale and Lancaster.

In the past 25 years, Rosamond's population has experienced significant growth. This area has been historically known for its extensive alfalfa fields, fruit and other agricultural crops and mining activities. Nearby aerospace activities and an expanding local business base employ thousands. Some residents elect to make the daily 70 to 80+ mile commute into the Los Angeles area. The anticipated build-up of the surrounding Antelope Valley will insure Rosamond's continued expansion in the future provided sufficient water supplies can be aggressively pursued and secured.

THE HISTORY OF THE DISTRICT

In 1966 the citizens of Rosamond voted to create the Rosamond Community Services District to provide water for domestic, irrigation and fire flow use, collect and treat waste waters and to maintain the community's street lights. In 1998 the voters added two additional powers: graffiti abatement as well as parks and recreation. Since then, the District has been issued a state to build a tertiary water and treatment system and two evaporation ponds. RCSD has joined the Joint Powers Authority (JPA) of the SemiTropic Rosamond Water Bank in order to begin water

banking for future demands. Currently, Kern County provides police, fire, emergency medical and library services to local residents.

As the California economy started expanding in the early eighties, Rosamond Community Services District began to deal with similar growth, connections to the water system increased from 600 to 750. In the ten year period from 1982 to 1992, the total connections increased to over 4,500. At the present time the District handles over 5,000 water customers, as well as the District's graffiti abatement and parks and recreation responsibilities. Currently the District has 32 full-time employees with an additional 15 hired for seasonal duties as lifeguards, park services and park maintenance.

Carefully managed to provide high quality water and other services to the community, RCSD currently maintains 6.5 million gallons of water storage in 5 above ground tanks, 5 wells, a wastewater treatment facility, 2 parks, 16 evaporation ponds and over 550 street lights. A new well for the west side is ready to begin construction. The wastewater treatment plant is expansion to produce 0.5 MGD of recycled water is underway now. Rosamond's current water supply is a mixture of local groundwater and imported State Water Project water purchased through the Antelope Valley East Kern Water Agency (AVEK).

THE POSITION

Reporting to the five-member Board of Directors, the General Manager directly oversees the District's Departments of Engineering & Operations, Customer Service, Finance, and Parks and Recreation. The General Manager provides strategic vision and daily leadership to ensure the District's customers receive high-quality services including water and wastewater services in a sustainable and cost-effective manner. Working closely with the Board and a variety of stakeholders from local and regional communities, the General Manager works to develop and implement short- and long-term goals that address the District's priority concerns.

The close-knit character of the Rosamond community means that aside from working on behalf the RCSD Board, the General Manager must be accessible to the citizens served by the District. Highly personable and an effective communicator, the General Manager will have an open and approachable style. Using strong interpersonal skills, the General Manager will also be expected to establish strong working relationships



with the Rosamond Municipal Advisory Council, the South Kern Unified School District, as well as continue effective working relationships with various Kern County agencies, local, state and federal agencies.

The position requires successful strategic planning and long range visionary thinking to ensure sustainable solutions and address priority concerns with the potential to affect the future of Rosamond. One such priority is the search for alternative water sources. The region's rapid population growth continues to place considerable stress on the local water systems. Over the decades, the competing uses for water supply and long-term groundwater pumping have lowered the water table increasing pumping lifts and reducing well efficiency. In response to this, RCSD is developing a deliberate effort to meet future water demand without incurring significant economic and environmental costs. District leadership recognizes the need for long-term solutions to ensure reliable, quality water supplies and a healthy ecosystem. In order to assure future water supplies for the community, RCSD entered into an agreement with Semitropic-Rosamond Water Banking Authority (SRWBA) to import and bank water supplies. The General Manager will provide a key leadership role with SRWBA and also oversee the establishment of operations including appropriate staffing.

The General Manager will regularly report back to the Board with timely, accurate, and user-friendly information on the overall status of project initiatives like water banking as well as the organization's finances, operations, and strategic planning efforts. Other key responsibilities include supervising and mentoring professional and administrative staff; applying sound financial management strategies; and maintaining favorable contacts with local and regional stakeholders including customers, businesses, regulatory agencies and other groups, both internal and external to the organization.

OPPORTUNITIES AND CHALLENGES

In addition to typical responsibilities as the administrative manager of a public agency and overseeing staff in a team environment, this executive will also provide strong leadership and continue to provide the vision to guide the Board through critical issues including:

- General management and fiduciary oversight of a public entity responsible for delivering cost effective and highly efficient services to the public;
- Actively monitoring proposed and pending legislation;
- Involvement with adjudicated basin, water banking and water rights;

- Continued guidance and training of an experienced and knowledgeable staff;
- Inter-governmental agency interaction, communication and representation;
- Securing and expanding water acquisitions, distribution and storage;
- Public education including expansion of conservation, reuse and recycling efforts; and
- Continuing to expand recreation activities and facilities.

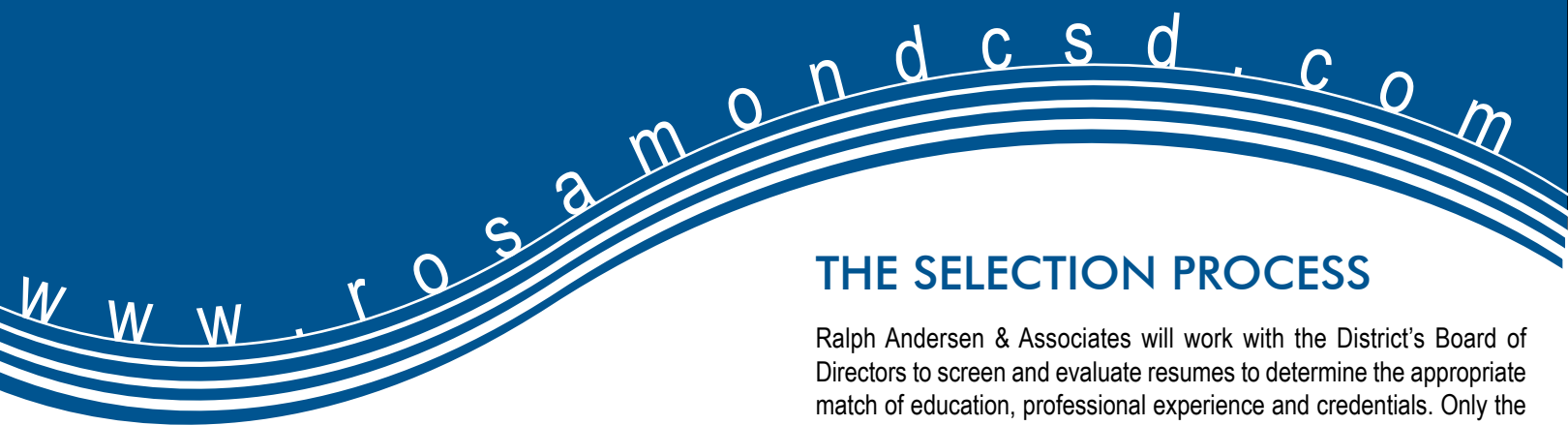
In summary, the General Manager will be expected to review and address a broad array of organizational and financial matters to continue to ensure fiscal health of the District and the delivery of top-quality services to the community.

THE IDEAL CANDIDATE

The District is seeking a skilled manager with a history of effective leadership experience preferably in the water services industry in California. With a penchant for quickly assessing complex situations and mapping out creative solutions, the ideal candidate will be a “go-to” problem solver and natural consensus builder. Known for strong leadership and a friendly, approachable management style, the ideal candidate will bring highly effective interpersonal skills and a passion for community service to the position. Adept at communication and inter-agency coordination, the successful candidate will establish instant credibility via a dynamic combination of subject matter expertise and business acumen.

The successful candidate will embrace the opportunity to continually guide and improve the District's performance and efficiency while maintaining a strong customer service focus. Able to enhance and improve working relationships across all operations, the successful candidate will be an energetic team-builder and a decisive and effective administrator. With experience in administration and finance, the successful candidate will have the ability to contribute in a variety of areas including budgeting, rate calculation, oversight of capital improvement projects and operations efficiency. An appreciation for emerging technology and the need to stay abreast of proposed and pending legislation is also critical for success in this position.

The General Manager will also act as a mentor to subordinates and an advisor to the Board. The successful candidate will regularly interface with colleagues and industry leaders at conferences and professional organizations to identify new opportunities and bring best practices to the District. Above all, the successful candidate will manage in such a way that fosters efficiency, engages stakeholders, and maintains a dynamic and motivated working environment.



QUALIFYING EXPERIENCE

Experience – Candidates must possess significantly responsible experience at the executive level as the administrative manager of a public agency or other transferable experience in a comparable setting. Candidates with a keen understanding of water and related issues, preferably in California will be well received by the Board. Knowledge in other service areas including wastewater/sewage disposal, parks and recreation would also be beneficial.

Education – A Bachelor's degree is desired although relative experience in a comparable position may be substituted based at the discretion of the Board of Directors. An advanced degree may be a plus.

All qualified applicants are encouraged to apply if their experience and career history demonstrates exemplary leadership qualities combined with strong experience in management of an organization. Priority may be given to individuals with knowledge of California although all qualified candidates will be considered..

COMPENSATION AND BENEFITS

The Board will offer a mutually agreeable employment contract with the selected candidate. Salary for the position will be dependent upon qualifications and be based on the candidate's career history. Further details on compensation and benefits including CALPERS (2.5@55) and 457 Plan may be obtained by contacting Ralph Andersen & Associates.

THE SELECTION PROCESS

Ralph Andersen & Associates will work with the District's Board of Directors to screen and evaluate resumes to determine the appropriate match of education, professional experience and credentials. Only the most highly qualified candidates will be invited for an on-site interview. Review of resumes will be on-going throughout the process. Interested candidates can send their resumes to apply@ralphandersen.com by Friday, July 18, 2008. **Electronic submittals are preferred.** Or submit via regular mail or fax to:

Ralph Andersen & Associates
5800 Stanford Ranch Road, Suite #410
Rocklin, California 95765
Fax: (916) 630-4911

The recruitment process will also involve on-site interviews with the full Board of Directors to further evaluate the technical capabilities of candidates. Candidates may also be required to respond to supplemental questions to assess writing skills and demonstrate presentation skills as part of the final interview process. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed at (916) 630-4900 to Ms. Heather Renschler.

The Rosamond Community Services District is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this exceptional career opportunity.

