



Lower Tule River Irrigation District Pixley Irrigation District

POSITION: GENERAL MANAGER

THE DISTRICTS

The Lower Tule River and Pixley Irrigation Districts have shared a General Manager since the 1950's. There have only been four General Managers since the inception of the Districts. The position is currently open for recruitment. The Districts also have management agreements with Tea Pot Dome Water District, Vandalia Water District and Pioneer Water Company to provide Administration, Management and Operational oversight. The Districts have a strong, talented leadership team in place to work alongside and support the General Manager. This is a unique opportunity for the successful candidate to manage several progressive districts within the heart of one of the most productive agricultural areas in the world.

KEY CHALLENGES AND OPPORTUNITIES

Key challenges and opportunities facing the Districts include:

- Identifying and acquiring additional sources of water.
- Implementing the Sustainable Groundwater Management Act (SGMA).
- Strengthening relationships with growers, vendors, consultants, and other public agencies and jurisdictions, such as the U.S. Bureau of Reclamation and the local Groundwater Sustainability Agencies.
- Strategic planning in anticipation of future challenges and providing leadership to meet those challenges.
- Managing the unique interests of multiple Districts and Boards of Directors.
- Identifying needs and locating funding opportunities, such as grants.

THE POSITION

Under policy direction from the Boards of Directors, the General Manager plans, organizes, directs and reviews the overall administration, management, and operations activities of the Districts; advises and assists the Boards; represents the Districts' interests at local, regional, state and federal levels; and coordinates activities with outside agencies and the communities.

The General Manager's duties are highly complex in nature. The selected candidate will be responsible for representing the Boards' policies and programs with employees; community organizations; local, regional, state and federal agencies; and the general public.

Responsibilities include management authority over the Districts' support positions and retained consultants, and will oversee the full range of administrative, operations, maintenance and construction activities.



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It will be important for the new General Manager to become familiar with all aspects of the Districts, including agreements that are in place and any current or pending litigation. This person will also need to address implementation of SGMA, which will be a major challenge and emphasis of the position.

The selected candidate should have knowledge of: principles and practices of modern and highly complex public utility as well as the CVP as a whole, the State Water Project, and local water projects within the Tule River watershed. Also important is experience working for or with California public agencies, including familiarity with regulations (e.g., the Brown Act), elections, and working with an elected Board. Must also have knowledge of public sector budgeting and water charges.

Examples of essential duties include the following for each District:

- Develops, plans and implements District goals and objectives; develops and administers policies and procedures.
- Coordinates District activities between employees and consultants and with outside agencies and organizations; makes appropriate management decisions; develops recommendations for the Board of Directors' consideration and adoption; provides assistance and advice to the Board; prepares and presents staff reports and other necessary correspondence.
- Directs, oversees and participates in the development of District-wide plans; assigns work activities, projects and programs; monitors work flow; reviews and evaluates work products, methods and procedures.
- Primarily responsible for the development and administration of the District's budget; prepares forecasts of funds needed for staffing, equipment, materials and supplies; monitors and approves expenditures; implements real time adjustments.
- Prepares, oversees and participates in the monthly submittal to the Boards of reports of financial, administrative and operational activities; keeps the Boards advised of financial conditions, program progress, regulatory issues, and the present and future needs of the Districts.
- Selects, trains, mentors, motivates and evaluates personnel; provides or coordinates staff training; conducts performance evaluations; implements discipline procedures; maintains discipline and high standards necessary for the efficient and professional operation of the District.
- Monitors and provides direction, as needed, for media and public relations; ensures the Districts' interests are represented with customers, stakeholders, governmental agencies, the financial community and the public.
- Coordinates with General Counsel and outside counsel on legal issues affecting the Districts.
- Represents the District to outside groups and organizations; participates in outside community and professional groups and committees; provides technical assistance, as necessary.
- Researches and prepares technical and administrative reports and studies; prepares written correspondence, as necessary.
- Builds and maintains positive working relationships with the Boards of Directors of the Districts; District employees; consultants; local, regional, state and federal agencies; and the public.
- Performs related duties, as necessary.
- Strong interpersonal and management skills are critical to this position



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THE CANDIDATE

- Any combination of training and experience that would provide the required knowledge, skills and abilities to perform the duties of the position is qualifying. A typical way to obtain this would be: 1) the equivalent of a Bachelor's Degree, from an accredited college or university, with major course work in business, public administration, engineering, or related fields; and/or 2) substantial administrative and management experience that has involved planning, organizing, implementing and supervising varied programs, preferably with a public agency.
- Having an understanding of San Joaquin regional issues is important, including the Tule River, and Central Valley Project.
- Familiarity with regulations (e.g. the Brown Act), elections, and working with an elected Board.
- Knowledge of public utility administration, effective public relations and interrelationships, leadership, mentorship, team building, conflict resolution, organization, administration, personnel management, budget preparation and administration, analysis and evaluation of programs, and policy, regulatory and compliance issues affecting the water industry.
- California drivers license at the time of appointment.

Management Style and Personal Traits

The Boards are seeking a General Manager who is forward-thinking, with vision, who can provide policy guidance and influence. He or She should be motivated by new challenges and someone who takes charge and gets things done but includes input from others and doesn't leave people behind. This person should have an open-door policy, be accessible, and work productively with others. The General Manager should be able to provide professional recommendations yet, once a decision has been made, will promptly implement a Board's decision. It is important to communicate with the Boards in a timely and complete manner and be a strong leader and a good manager of people. The ideal candidate will be responsive to the needs of growers and maintain good communication with them. Finally, this person should have a professional demeanor and be able to "wear different hats," including being able to converse about system facilities, hydrology, water supply, water rights, SGMA, etc.

COMPENSATION

The salary for this position will be competitive and open, with hiring dependent upon the qualifications and experience of the selected candidate. In addition, the benefits package includes: medical, dental and vision coverage; CalPERS retirement plan; an optional 457 deferred compensation program; vacation; sick leave; holidays; credit card for business related expenses; and vehicle allowance.



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HOW TO APPLY

Send resumes (email preferred) by April 10, 2026, to:

Peltzer Richardson and Koontz

Attn: Jim Koontz

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