



COUNTY OF MARIN

invites your interest in the position of

Flood Control & Water Conservation District General Manager



The mission of the Marin County Department of Public Works is to provide quality services and maintain and improve public infrastructure and facilities, while protecting Marin's natural resources.

EXCITING CAREER OPPORTUNITY

The County of Marin is seeking a dynamic, forward-thinking professional with strong facilitation and administration skills to manage and lead an organization with critical capital requirements in an engaged and active community. This opportunity to lead the Marin County Flood Control & Water Conservation District is a unique opportunity to guide a critical public service organization that protects communities, enhances watershed health, and advances long-term climate resilience.

The General Manager will oversee district operations, capital programs, and strategic initiatives while working collaboratively with County leadership, elected officials, partner agencies, and the community. This role is ideal for an experienced public sector leader passionate about environmental stewardship, flood risk reduction, and delivering impactful infrastructure solutions that benefit Marin County residents today and into the future. Effective communication skills, transparency, and responsiveness will be critical for the new General Manager as the Flood District advances in meeting its operational and administrative needs.



DISCOVER MARIN COUNTY

Marin County, located just north of San Francisco across the iconic Golden Gate Bridge, offers a temperate and picturesque retreat from the urban pace of the Bay Area. Home to approximately 260,000 residents across 520 square miles, the county boasts a diverse economy and an exceptional quality of life. Outdoor enthusiasts can explore the trails of Mount Tamalpais State Park, bike along the scenic Marin Headlands, or enjoy water activities like kayaking and paddleboarding. Thriving agritourism adds to the region's appeal, with family-friendly farm visits and the vineyards of Napa and Sonoma just a short drive away. Take advantage of dining and entertainment opportunities in one of the world's most spectacular metropolitan areas, while enjoying stunning natural beauty and a quieter pace. Marin County is the perfect place to live, work, and play.

COUNTY GOVERNMENT

The County of Marin is a General Law County governed by a five-member Board of Supervisors, each representing one of five districts. The County employs approximately 2,500 employees across 22 departments. Equity is one of the core values of the County of Marin, and employees at all levels are committed to ensuring an anti-racist, multicultural workforce that prioritizes accountability, transformational change, and community engagement. The County has a long history of sound fiscal management throughout strong and weak economic periods; the organization's approximately \$866 million budget is balanced, structurally sound, and focused on addressing top community priorities while remaining fiscally sustainable.

DEPARTMENT OF PUBLIC WORKS

The Public Works Department is composed of more than 260 dedicated professionals and is responsible for a broad range of essential services, including roadway and facilities maintenance, watershed management and flood control, waste management franchises, radio communications systems, capital project delivery, and a variety of general government and special district functions.

Guided by its vision to build and maintain the County's infrastructure and facilities, while protecting Marin's natural resources, the Department prioritizes innovation, sustainability, and continuous improvement.

Staffing for the Flood Control & Water Conservation District is provided through the Department of Public Works. This important function, guiding and leading the District, is vital to the region by protecting communities from flooding, managing watershed systems, and advancing environmental resilience in the face of climate change.

WATERSHEDS OF MARIN

Marin County is made up of 14 major watersheds with over 3,000 miles of creeks flowing through them. Not all of the watersheds contain flood control zones. Watersheds with flood control zones have:

- Funding from ad-valorem taxes, fees, and/or assessments
- Advisory boards
- Projects and maintenance activities



FLOOD DISTRICT ADVISORY BOARDS

Each zone has an Advisory Board of five or seven residents. Board members are appointed by the District Board of Supervisors.

Advisory boards meet periodically to:

- Review Zone budgets
- Review project plans and budgets
- Advise the Board of Supervisors on zone-related matters
- Community meetings related to Flood Zone Topics

Flood Control Zones

There are currently eight (8) Flood Zones within the District, numbered 1 through 10 (Zones 2 and 8 were previously dissolved).

- Zone 1: Novato
- Zone 2: Richardson Bay
- Zone 3: Bel Aire
- Zone 4: Stinson Beach
- Zone 5: San Rafael Meadows
- Zone 6: Santa Venetia
- Zone 7: Ross Valley
- Zone 8: Inverness

THE POSITION OF GENERAL MANAGER

Reporting to the Director of Public Works, the General Manager operates independently to plan, organize, and direct all activities of the Marin County Flood Control & Water Conservation District. This includes oversight of flood risk reduction programs, watershed management, capital project delivery, operations and maintenance of District infrastructure, and administration of district finances and contracts. This position will be involved with the nine (9) Advisory Boards addressing various administrative, capital projects, and operational needs.

In this position, the General Manager inspires and guides a dedicated team of approximately 20 professionals, working hand in hand with consultants, partner agencies, and community stakeholders to implement impactful, complex projects. The General Manager represents the District before advisory boards, the Board of Supervisors, and the community, fostering collaboration and positive change. In this role, the General Manager will focus on transparency and provide regular updates to enhance communication methods in the District.

Key responsibilities for the General Manager will include:

- Leading strategic planning, budgeting, and program delivery for flood control and water conservation initiatives;
- Directing capital projects and maintenance programs that reduce flood risk and improve watershed health;
- Ensuring compliance with local, state, and federal regulations related to flood management and environmental protection;

- Managing contracts, consultants, and funding sources, including grants;
- Coordinating across County departments, jurisdictions, and regional partners; and
- Leading emergency preparedness and response efforts related to flooding and storm events.



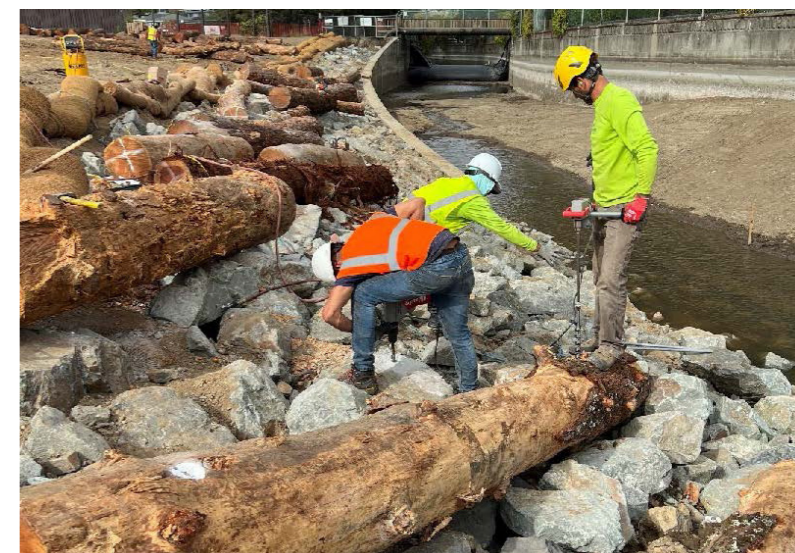
THE OPPORTUNITY: SHAPING THE FUTURE OF FLOOD CONTROL IN MARIN

Marin County is entering a transformative period for its flood control and watershed programs. The opportunity to chart a new course for the District will focus on enhanced communication with the public, strengthened planning, and improved service delivery throughout the District.

The next General Manager will play a critical leadership role in advancing this vision by:

- **Building a more strategic, data-driven flood control program** through improved capital planning and asset management frameworks;
- **Strengthening organizational structure and clarity**, including efforts to elevate flood control as a focused, high-performing program area;
- **Leading long-term climate resilience and sea-level rise adaptation efforts**, ensuring Marin's infrastructure is prepared for future conditions;
- **Enhancing coordination and communication** across agencies, jurisdictions, and the community to deliver integrated watershed solutions; and
- **Driving innovation and modernization**, including improved technology, performance tracking, and service delivery systems.

This is an opportunity to leave a lasting legacy—protecting communities, restoring natural systems, and positioning Marin County as a leader in resilient and sustainable flood management.



ATTRIBUTES OF THE IDEAL CANDIDATE

The ideal candidate is an experienced and inspiring public sector leader who combines technical expertise with strong management and interpersonal skills. Experience working directly for a California special district, or the ability to understand the complexities of this position, is crucial for long-term success. Additionally, top candidates will be passionate about public service and bring a deep understanding of flood control, watershed management, and infrastructure delivery within California's regulatory environment.

As this position is part of a larger system within the Department of Public Works and the County, candidates are required to exhibit an engaging and approachable leadership style while effectively collaborating within the broader structure of the Public Works Department and County operations.

The ideal candidate will be fully committed to public engagement, transparency, and ethical leadership in supporting the various Advisory Boards that comprise the Flood Control and Water Conservation District.

The ideal candidate is a strategic thinker and hands-on leader who can guide the District through change, build high-performing teams, and deliver meaningful results for the community.

Key Attributes

- Visionary Leadership: Able to set a clear direction and inspire staff, partners, and stakeholders
- Technical Expertise: Strong background in flood control, hydrology, watershed management, and infrastructure
- Program & Project Management: Experience leading complex programs, budgets, and capital projects
- Regulatory Knowledge: Familiarity with California Environmental Quality Act (CEQA), floodplain management, and applicable laws and regulations
- Collaborative & Politically Astute: Effective in working with elected officials, boards, and the public
- Operational Excellence: Skilled in improving processes and organizational effectiveness
- Communication Skills: Able to convey complex technical information clearly and effectively

Core Competencies

- Strategic Planning & Implementation
- Financial & Budget Management
- Team Leadership & Staff Development
- Stakeholder Engagement & Public Communication
- Problem Solving & Decision Making
- Accountability & Results Orientation

QUALIFYING EDUCATION AND EXPERIENCE

Any combination of education, training, and experience that would provide the required knowledge and abilities. Typical qualifications include:

- Bachelor's degree in environmental studies, engineering, earth sciences, or a related field to water or watershed resources.
- Five (5) years experience performing complex program management over environmental and engineering programs or projects related to the position, of which at least two (2) years must include supervisory experience.
- A California Professional Engineer (PE) license is desirable but not required.
- Ideally, candidates having specific experience working directly for a California Special District or demonstrating transferable skills for an organization with similar complexities will be highly regarded in the pursuit of this position.

COMPENSATION AND BENEFITS

The annual salary is between \$193,107.20 and \$212,888.00, depending on qualifications.

Excellent benefits include the following:

Retirement (1937 Act) – Marin County Employees' Retirement Association (MCERA). Details are available at: www.mcera.org.

Social Security – The County does not participate in Social Security except for a mandatory Medicare contribution.

Deferred Compensation – A voluntary deferred compensation 457 plan administered by Nationwide to enhance retirement planning.

Health/Dental/Vision Insurance – Cafeteria-style health and welfare benefit plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

Holidays – 12 paid holidays and 2 floating holidays per fiscal year.

Vacation – Starting at 10 days per year for the first two years and increasing through years of service.

Sick Leave – Up to 12 days per year.

Management Leave – 40 hours per fiscal year.

Relocation Allowance – Available for approved moving expenses.

For further details, review the [2026 Benefits Guide](#).



APPLICATION AND SELECTION PROCEDURE

Interested candidates should **apply immediately** as this position may close once a viable pool of highly qualified applicants is achieved, with first consideration to complete submissions received by 11:59 P.M. Pacific on Monday, July 6, 2026.

To be considered for this exceptional career opportunity, please submit a comprehensive resume and cover letter for consideration to apply@ralphandersen.com. Details should include staff size, budget oversight, and project management responsibilities.

Candidates with the most relevant qualifications will be invited to preliminary interviews with Ralph Andersen & Associates. Candidates deemed most qualified will be referred to the Public Works Director for further consideration.

Selected candidates will be invited to participate in Round #1 Panel Interviews (video) the 1st week of August 2026. Round #2 will include follow-up in-person interviews at the historic Marin County Civic Center with the Public Works Director and other members of the County's leadership team the 2nd week of August 2026.

Final selection is anticipated by the end of August 2026 with an expected start date shortly thereafter for robust onboarding activities taking place.

For further information, contact Project Director, Ms. Heather Renschler, at (916) 630-4900. Interested candidates may also schedule a preliminary discussion by emailing scheduling@ralphandersen.com.

Final appointment will require completion of comprehensive reference and background checks, including contact with current (upon mutual agreement) and former employers.

**Marin County is an Equal Opportunity Employer
and values diversity at all levels of the organization.**

www.marincounty.gov