



**Mojave
Water
Agency**

*Together we're securing water for
today & tomorrow.*

Chief Financial Officer



■ Join Our Team at Mojave Water Agency!

Mojave Water Agency (MWA) was established in July 1960 by High Desert voters as a regional wholesale water provider. Our service area spans 4,900 square miles in San Bernardino County, encompassing communities such as Barstow, Lucerne Valley, the Victor Valley, Yucca Valley, and their surroundings. As one of 29 State Water Contractors, MWA has access to California's State Water Project (SWP), playing a vital role in securing water for our region.

About Us

- » **Service Area:** Covering 4,900 square miles in San Bernardino County
- » **State Water Contractor:** Access to California's State Water Project (SWP)
- » **Imported Water Supply:** Essential for sustainability due to local aquifers being in overdraft since the 1950s

The Mojave Water Agency ensures the quality of life within our boundaries by effectively managing and delivering water resources. This mission was reinforced by the conclusion of the Mojave River Adjudication, highlighting the severe overdraft in our area. The Court mandated MWA to source and deliver water, including supplemental water, to address this challenge.

Our Achievements

- » **Water Management Efforts:** Implemented a portfolio of water management strategies.
- » **Collaboration:** Worked closely with stakeholders and the community
- » **Achieving Balance:** Successfully achieved balance in the majority of our groundwater basins.

At MWA, we are dedicated to collaborating with state and local communities and agencies across the region to address water-related issues and programs. Our goal is to utilize area resources effectively for the benefit of the community. We believe in the power of partnerships and actively engage stakeholders and the wider community to create lasting benefits for the entire region.

MWA operates under the governance of a dedicated seven-member Board of Directors, which serves as the Agency's decision-making and policy-setting body. Each division within MWA is represented by one Board member, elected by the public on a non-partisan basis for four-year terms.

Our Board utilizes a committee format to facilitate in-depth discussions, debates, and deliberations on matters requiring decisions. These committees, including the Engineering and Operations Committee, Legal, Legislative and Public Information Committee, Morongo Basin Pipeline Commission, Personnel, Finance, and Security Committee, Planning, Resources, and Technology Committee, Technical Advisory Committee, and Watermaster, provide recommendations to the full Board for consideration. Committee members serve a term of one year or until a successor is appointed.



Financial Overview

For the [FY2023-24 budget](#) cycle, MWA's budget stands at \$87 million, supporting 49 staff positions. Our primary source of revenue is derived from property taxes, supplemented by revenue from water sales.

Vision, Mission and Values

Vision

Collectively achieve sustainable water management to empower our communities to thrive for generations to come.

Mission

Collaboratively manage groundwater basins sustainably, import water responsibly, and address risks proactively using sound science.

Core Values

- 1. Service to the Community:** We are here to make a positive difference in our region and the water industry. As collective and individual ambassadors of the Agency, we will respond to the community's needs in a courteous, respectful, and professional manner.
- 2. Integrity:** We will strive to continually earn the trust of those we serve and work with in an open and transparent manner. We will have the courage to make difficult decisions and the compassion to listen to the needs of others in doing what is considered correct for the long-term viability of the area's water resources.
- 3. Innovation and Creativity:** We recognize that many of the challenges we face today are complex and, therefore, must be approached with creative and innovative solutions. We must always remember that the system we manage has many interdependencies, and our actions consequently have the potential for unintended consequences. We will combine innovation, initiative and responsible risk-taking to address the challenges we encounter. We will always seek innovative ways to improve.
- 4. Teamwork:** We recognize the power and effectiveness of an organization that operates as a team. We will work to create and maintain a respectful, cooperative, and friendly work environment that supports individual contributions as well as the team effort. We know that our success depends not on how well each person works, but on how well we work together, both within our organization and within our community.
- 5. Individual Growth and Reward:** We are committed to providing a work environment based upon mutual respect. We will provide career development and professional growth opportunities for our staff so that they can succeed. We will implement a compensation philosophy that, in conjunction with other attributes of Agency employment, will provide meaningful incentive to attract and maintain quality employees.
- 6. Transparent Decision Making:** We recognize the importance of working with a shared understanding. We will encourage and make appropriate investments in gathering and presenting credible data and developing trustworthy scientific methods and analytical tools to help fulfill our mission.

The Position

Reporting to the General Manager, the Chief Financial Officer (CFO) will play a pivotal role in planning, organizing, and overseeing all functions of the Finance Department. This position encompasses a broad spectrum of responsibilities, including financial planning for capital projects, budgeting, accounting, cash management, investment management, purchasing, debt management, project accounting, payroll, rate setting, risk management, contract administration, insurance administration, and bond financing.



This position requires a seasoned financial professional with demonstrated leadership abilities, strong analytical skills, and a comprehensive understanding of financial management principles. The ideal candidate will have a track record of success in managing complex financial operations and driving strategic initiatives to enhance organizational performance.

Join us in this challenging and rewarding role to make a meaningful impact on our organization's financial health and success.

Some examples of essential job functions include:

- » Directs the forecast of additional funds needed for staffing, equipment, supplies, and increasing costs of the State Water Project costs, Asset Management and future capital improvements aimed at achieving the Agency's strategic goals and objectives
- » Administers and negotiates contracts, which can include the State Water Project contract as it relates to billing provisions, cost control, etc.
- » Scans environment for legal and policy issues that have an impact on the Agency and represent the Agency at various committees and meetings with state, federal and local officials to protect investments in State Water Project and other Agency assets. This position requires regular travel to Sacramento as well as other areas, as needed.
- » Manages and participates in the development and administration of the Agency's budget and audit
- » Directs the monitoring of and approves expenditures; directs the preparation and implementation of budgetary adjustments.
- » Selects, trains, motivates, and directs department personnel
- » Evaluates and reviews work for acceptability and conformance with department standards, including program and project priorities and performance evaluations
- » Provides or coordinates staff training
- » Works with employees to correct deficiencies
- » Implements discipline and termination procedures
- » Responds to staff questions and concerns
- » Continuously monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures
- » Assesses and monitors the distribution of work, support systems and internal reporting relationships
- » Identifies opportunities for improvement
- » Directs the implementation of change

Some examples of knowledge and abilities are:

- » Public agency budgetary, contract administration, agency-wide administrative practices; and general principles of risk management related to the functions of the assigned area.
- » Applicable Federal, State, and local laws, codes and regulations including the Securities and Exchange Commission (SEC) and Internal Revenue Service reporting requirements.
- » Principles and practices of general, fund, and governmental accounting including financial statement preparation and methods of financial control and reporting.
- » Principles and practices of internal control and audit principles and practices; GAAP, GASB, and GFOA accounting standards and requirements.
- » Principles and practices of public agency capital financing.
- » Organizational and management practices as applied to the analysis and evaluation of projects, programs, policies, procedures and operational needs; principles and practices of public sector administration.
- » Prepare and administer large and complex budgets allocating limited resources in a cost-effective manner.
- » Evaluate complex investment vehicles and make sound, prudent investment decisions that maximize return while minimizing investment risk.
- » Administer complex contractual agreements that maximize value to the organization while limiting risk exposure.
- » Develop and analyze complex financial information and present in an understandable manner for stakeholders.
- » Define problems, collect data, establish facts, and draw valid conclusions.



■ The Ideal Candidate

The Mojave Water Agency seeks a Chief Financial Officer who embodies a blend of visionary thinking and pragmatic action. This individual should possess a keen ability to think outside the box, coupled with strong leadership acumen, enabling them to navigate challenges with strategic foresight and take calculated risks when necessary. They must proactively seize opportunities and drive initiatives forward, and preferably have an understanding of the California State Water Project.



We are in search of a candidate who not only sees the big picture but actively shapes it through innovative and creative approaches, welcoming novel solutions and fostering a culture of unity and collaboration. This leader should be adept at defining objectives and rallying teams towards common goals, inspiring through their dynamic and motivational leadership style while remaining approachable and aligned with the organization's culture.

In addition to providing clear direction and fostering a cohesive team environment, the Chief Financial Officer must empower staff to excel by facilitating opportunities for growth and development, striking a balance between support and autonomy. They should exhibit a private-sector mindset, leveraging their strong business acumen and fiscal responsibility to drive efficiency and effectiveness across operations.

Politically astute and articulate, the ideal candidate will command respect and exhibit unwavering integrity, serving as a trusted listener and advocate for diverse perspectives. They should be accessible to staff and stakeholders alike, actively involving them in decision-making processes while maintaining a focus on achieving results.

■ Education and Experience

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

Equivalent to bachelor's degree from an accredited four-year college or university with major coursework in finance, accounting, business or public administration, or a related field and ten (10) years of in-depth accounting/finance experience including four (4) years management or supervisory experience.

■ Compensation and Benefits

The salary range for this position is **\$163,812.94 – \$229,338.11** annually, depending on qualifications, plus a competitive [benefits package](#).

Application and Selection Process

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues, who will not be contacted without your consent).

Your resume should reflect years and months of employment, beginning/ending dates, as well as the size of staff and budgets you have managed.

This position is open until filled with a first resume review date of **April 5, 2024**.

Please go to our website to submit your application: <https://www.cpsshr.us/recruitment/2329>

CPS HR  CONSULTING

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Resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. Candidates deemed most qualified will be referred to the Agency. Selected candidates will be invited to participate in further interview and selection activities. An appointment will be made following comprehensive reference and background checks.

