



VENTURA REGIONAL SANITATION DISTRICT

invites your interest in the position of
General Manager



Recruitment Services Provided by Ralph Andersen & Associates

The Opportunity

The Ventura Regional Sanitation District (VRSD), based in Oxnard, California, is conducting a competitive and broad-based search for an experienced, service-oriented, innovative professional to serve as its General Manager. This career opportunity, resulting from the incumbent's upcoming retirement after more than 9 distinguished years in the position and the carefully planned transition strategy, will ensure a seamless change to the new General Manager. The ideal candidate for consideration will have demonstrated management experience and be politically skilled at guiding and facilitating the Board's ongoing vision to address the integrated waste treatment and disposal services to its contracted cities, special districts, and other agencies in Ventura County.



Organizational Overview

The Ventura Regional Sanitation District was founded in 1970 as an independent California Special District specializing in public waste management. Organized pursuant to the County Sanitation District Act of the California Health and Safety Code, the District provides a full range of services, including integrated waste treatment and disposal services to agencies in Ventura County.

District governance is provided by a nine-member board of directors appointed by their respective agencies. The governing board of the District consists of eight members appointed by eight of the ten cities within Ventura County (cities of Moorpark and Simi Valley not represented) and one member appointed by a committee of the Ventura County Special Districts Association.

The largest operation managed by the District is the Toland Road Landfill, which is located in a confined V-shaped canyon four miles east of Santa Paula, and four miles west of Fillmore. The landfill receives approximately 1,400 tons of Municipal Solid Waste per day. Over the years, the District has been able to keep tipping fees competitive with other landfills within the region.

Mission Statement

The Ventura Regional Sanitation District is a non-tax supported public agency providing sanitation services. We offer the highest quality service at the lowest possible cost for our customers, and we will provide solutions by involving our staff, our customers, and our community.

Organizational Overview *continued*

In addition to operations at the Toland Road Landfill, VRSD is responsible for post closure maintenance and monitoring at several former landfills. These activities include landscaping, irrigation system installation and maintenance, gas extraction, and groundwater monitoring.

The District is also responsible for management, operation, and maintenance of water and wastewater facilities and equipment throughout Ventura County. Both the District and participating agencies benefit from economies of scale made possible by the sharing of District expertise and resources. Work is performed under fully reimbursable contracts. The District provides water & wastewater services primarily to agencies that entered into five-year service agreements with the District. Agencies served include Saticoy Sanitary and Camrosa Water Districts; the cities of Santa Paula and Thousand Oaks; Cabrillo HOA and Malibu Bay Club HOA, and the County of Ventura.

Specialized services the District provides include sewer line cleaning and inspection; electrical and instrumentation repair; manhole inspection; environmental monitoring; wastewater plant operation and maintenance; and administrative and customer service support.

In 1999, the District voluntarily discontinued the utilization of property taxes as a source of operational funding. The District is fully funded through user fees and contracted services. This transition has resulted in the District operating much like a private sector organization with a strong emphasis on efficiency and a focus on the bottom line.

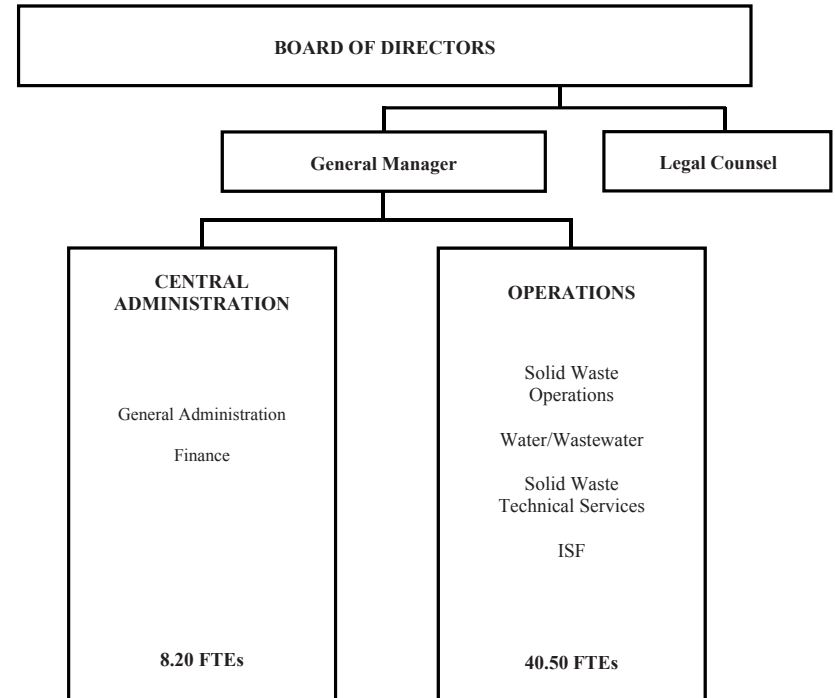


The Position

The Ventura Regional Sanitation District is seeking a new General Manager to take the place of the incumbent, who is retiring after approximately 9 years of service with the District. The General Manager is an at-will employee appointed by and receiving broad policy direction from the Board of Directors. This position is directly responsible for all affairs of the District including administration, operations, engineering, and support services. The General Manager supervises two major departments: Operations and Finance and Administration.

The District employs 48 FTEs and has an annual budget in excess of \$20 million. The capital budget for Fiscal Year 2025 is \$4 million. The District is in good financial condition and has been prudent in utilizing long-term debt financing. The District operates strictly on an enterprise basis, exclusively receiving all of its funding sources from charges for services.

VENTURA REGIONAL SANITATION DISTRICT Organization Chart



Challenges and Opportunities

The most significant challenge facing the District lies in the long-term solid waste disposal needs of the County's residents and businesses. Permitted to operate until filled to the approved elevation of the 1996 CUP, the Toland Road Landfill is projected to reach capacity in 2035. A major area of focus for the new General Manager will be leading an effort to explore obtaining waste disposal capacity for Ventura County residents past the day when the Toland Road Landfill is projected to be filled. This effort will involve technical, environmental, and long-term financial analyses in cooperation with regional stakeholders and local governments. Developing strong relationships with regulatory officials and local and State lawmakers will be key to succeeding in this endeavor.

The District is also currently pursuing a renewable natural gas project at the Toland Road Landfill. This project will entail the construction, ownership, and operation of a facility on District property by an outside vendor, with income generated through a gas purchase agreement.

In addition to providing leadership to the organization through the extension of the landfill's operating permit, it is also important that the District continue to provide excellent services to the agencies that receive specialized water and wastewater services. The District has built an excellent relationship with its many customers, and the new General Manager will need to ensure the District continues to provide quality services into the future. This will require that District employees stay current with State and Federal water and wastewater regulations and maintain a strong customer service orientation.



The Ideal Candidate

The General Manager is responsible for leading and managing all the operations and affairs of the District including administration, finance, human resources, water and wastewater operations, engineering, and related support activities. The General Manager advances the mission of the District by achieving the goals, objectives and policy directives of the Board of Directors. The General Manager collaborates closely with the management team who are directly responsible for the “day to day” functioning of the District’s departments, divisions, and programs.

The position requires someone who is fiscally prudent, politically astute, aware of applicable regulations, and has a comfort with and desire for interacting with elected officials, local and regional government entities, business leaders, residents, and diverse stakeholders.

The ideal candidate for the position of General Manager will possess many of the following skills and/or experience:

- An inspirational leader with strategic vision, comfortable establishing broad priorities, and at the same time, challenging and coaching management staff to achieve those priorities.
- Approachable and personally engaging with staff at all levels of the organization, instilling confidence in everyday interactions. The General Manager will be highly visible in the organization.
- A confident public speaker, in public settings and within the organization, with the ability to present highly technical information with ease.
- A builder and steward of successful interagency partnerships to achieve ambitious initiatives through collaboration.
- Possess knowledge and understanding of California solid waste management, water issues, water recycling, and wastewater treatment and industry best management practices.
- Effectively, enthusiastically, and boldly lead a highly technical organization.
- Adept at leading in a fast-paced and dynamic environment.

The Ideal Candidate *continued*

Other characteristics of the ideal candidate include:

- Extensive knowledge and understanding of landfill, water, and wastewater operations.
- Comprehensive understanding of all facets of governmental finances and budgeting include planning complex capital improvement programs and effectively using debt financing.
- Ability to lead complex multi-faceted negotiations with other governmental entities and private sector organizations.
- Ability to lead in a collaborative way to initiate processes that will optimize the efficiency and effectiveness of the District organization.
- Possess strong interpersonal skills and the ability to relate to a variety of stakeholders and customers.
- Take pride in running a lean, nimble, and efficient organization.
- Innovative and entrepreneurial.
- Good listener, strong negotiator on the District's behalf, and excellent long-term planner.

In summary, the Board of Directors is seeking a highly qualified and experienced administrator who will oversee a well-run and highly technical organization with an engaging personal style. The ability to lead and connect with various and diverse stakeholders will serve the new General Manager well for many years in the future.



Experience and Education



The General Manager will be chosen on the basis of his or her executive and administrative qualifications. Any combination of education or experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain the requisite knowledge and abilities would be as follows:

A Bachelor's degree from an accredited college or university with major course work in engineering, business, or public administration; and at least 10 years of relevant professional experience including five years of executive level experience within a governmental agency or within the solid waste disposal or water/wastewater industry. A Master's or professional degree is preferred.

Compensation

The salary range for this position is \$236,028 to \$287,994. The actual starting salary will be based on the competitive labor market and the successful candidate's qualifications and experience. Applicants should note that the District is undertaking classification and compensation studies for all District positions that could ultimately affect the salary range for this position.

The District offers an attractive and competitive benefits package that includes but is not limited to retirement benefits offered through the Ventura County Employees Association (Reciprocal with CalPERS); comprehensive medical, dental and vision; paid holidays, vacation and sick leave are offered as comprehensive annual leave; professional development expense allowance; and deferred compensation.

Click the [link](#) for more details on Benefits offered by the District.

The District will negotiate a mutually approved employment agreement with the selected candidate, which may include relocation assistance.

To Apply

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Candidates should be aware that references will not be contacted until mutual interest has been established.

Candidates are encouraged to apply immediately, with the recruitment closing on **Monday, April 28, 2025**. Candidates should submit a comprehensive résumé and a compelling cover letter immediately via email to: apply@ralphandersen.com. Confidential inquiries should be directed to Mr. Fred Wilson, Ralph Andersen & Associates at (916) 630-4900.

<https://www.vrsd.com>