

2025 General Manager Recruitment

Leadership Criteria

Required Qualifications

1. Collaborative, Team Building Leader

- a. Demonstrated ability to foster trust and collaboration among the executive team, while effectively delegating and empowering them to lead key initiatives and deliver on strategic goals.
- b. Builds trust-based partnerships across the board, member agencies, state/federal agencies, NGOs, and the private sector.
- c. Skilled in stakeholder alignment, coalition-building, and interagency collaboration.

2. Ethical and Transparent Communicator

- a. Communicates openly, directly, and with integrity and the highest level of professionalism.
- b. Maintains public trust by championing transparency and inclusivity.

3. Operationally and Politically Savvy

- a. Deep knowledge of California water law, climate and hydrology science, and large-scale infrastructure.
- b. Navigates complex governance and policy environments effectively while staying focused on mission.

4. Resilient Decision-Maker

- a. Comfortable navigating uncertainty, risk, and rapid change.
- b. Balances short-term challenges with long-term resilience and sustainability goals.
- c. Understands the economic impact of decisions—especially on affordability, reliability, and environmental justice.

5. Member-Focused

- a. Prioritizes the needs of Metropolitan's 26 member agencies.
- b. Committed to equity, public service, and meaningful member and public engagement.

Other Important Qualifications

• **Visionary Strategist**

- Able to establish long-term goals (10+ years) and align agency priorities and tactical plans accordingly.
- Thinks system-wide, beyond local or siloed interests.

• **Inspirational and Motivational**

- Energizes the organization with purpose, recognition, and team alignment.
- Cultivates a positive, engaged culture that values excellence, creativity, and accountability.
- Develops staff, empowers high-performing teams, and promotes innovation.

• **Results-Driven and Accountable**

- Leads confidently through change, complexity, and conflict while maintaining high standards of operational excellence and transparency.

- Takes initiative and follows through to deliver measurable outcomes that advance reliability, affordability, and environmental performance.
- **Discerning and Focused**
 - Cuts through noise to identify what truly matters, balancing action with careful judgment.
 - Brings discipline to prioritization—ensuring energy and resources are invested in high-impact actions.

Top Priorities

- **Public Trust & Regional Leadership**
 - Be the leader of water policy, priorities and public value in Southern California.
 - Earn and enhance member trust through proactive outreach, partnership-building, and strong, mission-driven, results-oriented leadership.
- **Imported water supply reliability and resilience**
 - Ensure a diversified, reliable water supply portfolio through storage, conveyance (e.g., DCP), regional projects, and partnerships to equitable meeting the supplemental water needs of all members.
- **Climate Adaptation**
 - Lead region-wide efforts to address climate extremes—drought, flood, and fire—through flexible and forward-thinking water strategies.
- **Affordability**
 - Create business model solutions that stabilize rates and fortify reserves beyond climate and demand variability.
 - Balance conservation-driven revenue challenges with sustainable financial models.
- **Infrastructure Investment**
 - Drive implementation of critical state and regional projects (e.g., storage, Delta Conveyance).
 - Advance innovation in asset management, operations, and digital transformation.
- **Workforce Development and Organizational Culture**
 - Champion a workplace culture rooted in excellence, creativity, accountability, and diversity.
 - Mentor future leaders and empower staff through clear expectations and support.