

From: [Hudson, Rickita C](#)
To: [Hudson, Rickita C](#)
Subject: FW: MWDOC Recommendations General Manager Qualities
Date: Monday, June 16, 2025 1:44:00 PM

From: Board Executive Secretary <BoardExecutiveSecretary@mwdh2o.com>
Sent: Friday, June 13, 2025 3:28 PM
Subject: MWDOC Recommendations General Manager Qualities

Directors,

Please see MWDOC recommendations on the general manager qualities that was referenced in the meeting.

Thank you.

From: Linda Ackerman
Sent: Friday, June 6, 2025 1:44 PM
To: GaryP; ValeriP
Cc: BPressman; GBryant
Subject: [EXTERNAL] General Manager Qualities

Good afternoon, Gary and Valerie,

At our May Board Meeting, Chairman Ortega requested that Board Members provide input on the desired qualities for the next General Manager. MWDOC's four Board Members held a discussion to identify the qualities we believe are most important for the next General Manager to possess.

On behalf of Directors Dick, Seckel, Erdman, and myself, we've developed the following list of recommended qualities to be considered in the search for the next General Manager.

We appreciate the opportunity to contribute to this process. Please feel free to contact me if you have any questions.

Thank you,
Linda Ackerman

CHARACTERISTICS

Visionary Leader. Ability to lead MWD through long-term water reliability and resource planning, project and program execution, and financial sustainability, and to align and motivate the Board, staff, member agencies, and stakeholders around common strategic goals. Develops and recommends **mission-focused** strategies and organizational initiatives while thoughtfully carrying out the Board's direction.

Collaborative and Straightforward. Ability to build consensus among MWD's diverse member agencies. Maintain **trust and credibility** with the Board, staff, state and federal agencies, elected officials, and regional stakeholders.

Transparent and Ethical. Demonstrates and models the highest levels of **integrity, transparency, and accountability** in personal conduct, decision-making, and management practices. Ability to foster and sustain a strong ethical culture throughout the organization.

Innovative and Adaptable. A forward-thinking and realistic approach to achieving supply reliability and system resilience, while balancing cost-effectiveness, climate impacts, and evolving member agency needs.

QUALIFICATIONS

Applicable Management Experience. Demonstrated **success in leading large, complex water agencies** with multiple bargaining units, diverse governing boards and intricate operations, financial systems, infrastructure and assets. Articulate and effective communicator with the ability to **empower, support, and develop qualified staff.**

State-Wide Water Knowledge. Strong background in MWD's major water supply sources (Colorado River, State Water Project, local resources) and California water rights. **In-depth knowledge** of the DCP, integrated resource management, storage, groundwater, water use efficiency, and recycled water projects.

Understanding of MWD's Financial Challenges. Capable of addressing MWD's declining sales and revenue trends alongside its significant investment needs. **Strong financial acumen** with the ability to manage costs while prioritizing MWD's primary mission to provide adequate and

reliable regional water service.

This communication, together with any attachments or embedded links, is for the sole use of the intended recipient(s) and may contain information that is confidential or legally protected. If you are not the intended recipient, you are hereby notified that any review, disclosure, copying, dissemination, distribution or use of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail message and delete the original and all copies of the communication, along with any attachments or embedded links, from your system.