

**DRAFT**  
General Manager Recruitment Suggestions  
(Supplement to the Job Description)

Competence to implement the following priorities of the Board of Directors:

- 1) Organize management and draft policies for successful implementation of CAMP4Water as Metropolitan's organizing mechanism for water resources and infrastructure.
  - a. Formulation of business model components
  - b. Application of evaluative criteria for infrastructure projects
  - c. Facilitation of Board decision-making framework in approval of projects
- 2) Plan and supplement recent initiatives and measures to stabilize workforce and improve employee morale and trust in upper management.
  - a. Work in cooperation and partnership with the three other department heads (i.e. review current department head operating agreement).
  - b. Foster cooperative and productive relationships with bargaining units and employee resource groups to engender trust for the general benefit of Metropolitan as a successful organization.
  - c. Prioritize budget priorities in the next biennium to catch-up on hiring priorities and core-system investments to assure 100% reliability in delivery of core supplies.
- 3) Drive towards an acceptable resolution to Colorado River negotiations to meet 2026 deadline.
  - a. Provide for regular contact and appraisals with U.S. Congressional representatives and Federal agencies.
  - b. Work in partnership with California and lower basin state partners as is possible in Metropolitan's interests.
  - c. Work creatively with the Colorado River Board of California and the Governor's Office to seek cooperative initiatives with upper basin states towards resolution of final agreement on post 2026 operations of the Colorado River.

Candidate Qualities

- a. Familiarity with Metropolitan and its organizational culture and member agency dynamics.
- b. Leadership skills that compliment work with the board and other department heads.
- c. Management experience and understanding of bargaining unit negotiations.
  - a. High adaptive capacity on strategy in dealing with local, state and federal levels of government.