



Director of Human Resources

\$ 193,878.48 – \$ 254,367.24
Annually DOE



— The Position

Are you a mission-driven Human Resources professional ready to lead with purpose and build trust? The Water Employees Services Authority (WESA) is seeking a skilled Director of Human Resources to oversee staffing and all human resource services for Elsinore Valley Municipal Water District (EVMWD) and Meeks & Daley Mutual Water.

If you're passionate about public service, thrive in a dynamic and mission-oriented environment, and ready to work with a solid leadership team and apply your human resources acumen for a vital public service—we want to hear from you.

Take the next step in your career and make a lasting difference—apply today!

Regional Government Services (RGS) and its staff are conducting this recruitment on behalf of the Water Employees Services Authority

Under administrative direction, plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the WESA Human Resources Department, which provides Human Resources services to both the EVMWD and Meeks & Daley Mutual Water Company.

These functions and activities include recruitment and selection, labor and employee relations, classification and compensation, benefits administration, training and development, occupational safety, risk management and liability insurance, and workers' compensation administration; formulates departmental policies, goals, and directives; coordinates assigned activities with other District departments, officials, outside agencies, and the public; fosters cooperative working relationships among District departments and with intergovernmental, regulatory agencies, and various public and private groups; provides highly responsible and complex professional assistance to the General Manager in areas of expertise.



The Ideal Candidate Will

- Exhibit exceptional interpersonal skills and a composed, respectful, and approachable leadership style that builds trust and inspires confidence in others. Have the ability to exemplify integrity; being open, honest, ethical, and acting in accordance with WESA values.
- Demonstrate experience indicating self-motivation, creativity, adaptability, organization, and comfort operating in and contributing to an innovative and dynamic environment.
- Have hands-on experience and understanding all areas of Human Resources from employee and labor relations, recruitment, selection, compensation, employee retention, training and development, performance management, benefits administration, workplace safety, risk management, and workers' compensation.
- Possess experience with municipal budgeting and contract management.
- Demonstrate experience with strategic and forward-thinking, with the ability to understand technical issues and offer sound, objective solutions.
- Possess a positive attitude and an inviting personality that engages others in effective collaboration, excels in developing interpersonal relationships, achieves consensus, and guides policy decisions.
- Demonstrate sound judgment, discretion, impartiality, diplomatic demeanor, and professionalism; and the ability to tactfully settle disagreements and find mutually beneficial solutions.
- Possess the ability to inspire and guide individuals and groups towards a meaningful vision of excellence and bring out the best in others.
- Demonstrate experience in analyzing, organizing, and implementing initiatives, and maintaining confidentiality related to the full range of human resources programs in support of organizational needs.
- Demonstrate experience in team engagement with process and customer service improvements, cross-training, training, and team performance programs.
- Proven skill as an effective communicator with strong active listening abilities, who displays tact and professionalism, presenting information clearly and concisely across a wide range of audiences, expert at interacting with a wide variety of temperaments and personality types.



Core Competencies

Accountability - Considers alternative available actions, resources, and constraints before selecting a method for accomplishing a goal or project

Analytical Thinking - Identifies several solutions to complex problems integrating findings from several different disciplines; evaluates the various options and selects the most effective solutions

Collaboration - Fosters staff and stakeholder communication and dialogue; identifies opportunities to build consensus for options, decisions, and outcomes

Communication - Exchanges information with constituents using oral, written, and interpersonal communication skills

Customer Service - Continuously searches for ways to increase customer satisfaction

Influence - Maintains an awareness of organizational goals and objectives while simultaneously navigating solutions towards desired outcomes and preserving relationships

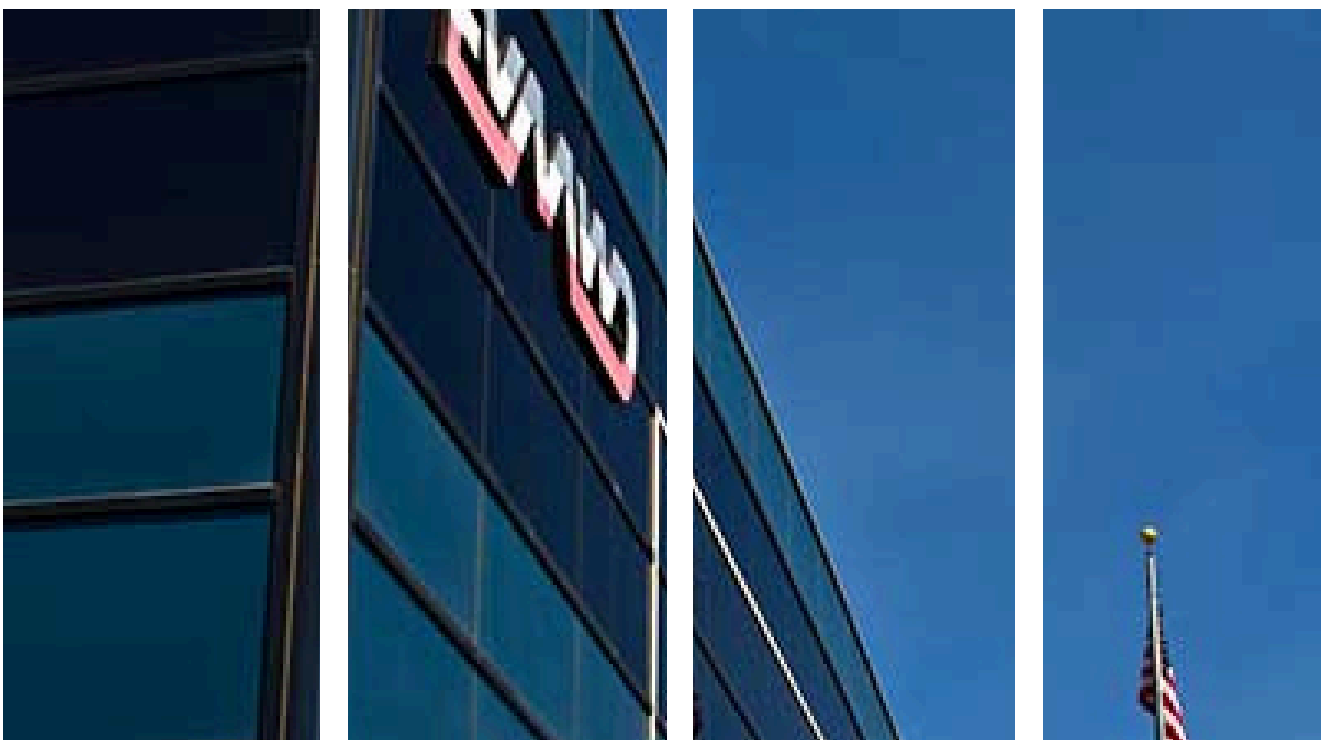
Judgment - Makes decisions based on careful thought taking both agency goals and input from others into account

Leadership - Understands formal and informal power and influence structure within the organization and successfully achieves positive, desired outcomes

Leverage Technology - Comfortably works with technology and champions innovative use of technology

Time Management/Organization - Manages and prioritizes both everyday responsibilities and high-level, longer-term objectives

To view the full job description click [HERE](#).



Director of Human Resources

WESA

WESA was established as a joint powers authority between the Elsinore Valley Municipal Water District (EVMWD) and Meeks & Daley Water Company. As a joint powers authority, WESA provides administrative and professional water and wastewater services staff to both agencies.

Our success is grounded in our values: Professionalism, Enthusiasm, Integrity, Inclusiveness, and Stewardship.

In January 2025, WESA/EVMWD was recognized as a Top Workplace in the Inland Empire for the sixth year in a row. This prestigious honor highlights our dedication to fostering a thriving, supportive, and innovative workplace environment. The WESA/EVMWD's recognition also reflects its focus on employee well-being, professional growth, and inclusivity. We continuously strive to provide an environment where employees feel valued and empowered to contribute meaningfully to our mission of enhancing the health and vibrancy of the community.

Elsinore Valley Municipal Water District (EVMWD)

Delivers total water management that powers the health and vibrancy of its communities so life can flourish.

EVMWD provides public water service, water supply development and planning, wastewater treatment and disposal, and recycling. Currently, the district has over 47,000 water, wastewater, and agricultural service connections.

Water is supplied by dozens of wells, imported water connections, and surface water treatment. Wastewater is collected and treated by EVMWD's three modern recycling plants and through contract with a neighboring agency.

Director of Human Resources



— QUALIFICATIONS

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

Education: Equivalent to a bachelor's degree from an accredited college or university with major coursework in Human Resources, Organizational/Workforce Development, Public or Business Administration, Industrial Relations, or a closely related field. A master's degree is preferred.

Experience: Ten (10) of increasingly responsible experience in human resources, labor and employee relations, or a related field, twelve (12) years of experience is preferred, including five (5) years of senior management and administrative experience.

SALARY and BENEFITS

Salary is \$ 193,878.48 – \$ 254,367.24 per year with an excellent benefits package. Placement within the salary range will be based on the candidate's qualifications and experience.

WESA offers a competitive benefits package:

- **Retirement:** CalPERS Retirement Plan
- **Medical Benefits:** Medical, dental, and vision care for employee and eligible dependents, and
- **Vacation Leave**
- **Paid Holidays**
- **Sick Leave**
- **Administrative Leave**
- **Deferred Compensation Plan**
- **Certification Reimbursement**
- **Flexible Hybrid Schedule**
- **9/80 Work Schedule**



SELECTION PROCESS

DEADLINE TO APPLY: August 28, 2025 at 11:59 PM PST.

Apply at: <https://bit.ly/WESA-Director-HR>

Application - Qualified candidates are required to submit a Letter of Interest and a focused resume detailing their recent experience (within the past 15 years) and demonstrated career accomplishments relevant to this position along with their application online. All materials must be complete and clearly indicate the candidate meets the minimum qualifications. All statements made on the application, resume, and supplemental materials are subject to verification. False statements may be cause for immediate disqualification, removal from eligibility list, or discharge from employment.

Minimum Qualifications (MQ) Appraisal - All completed application packages will be reviewed for each applicant's ability to meet the minimum work experience, training, and education qualifications. A training and experience evaluation may be used as part of the evaluation process.

Remote Screening - The most qualified candidates from application assessment may be invited to a Remote Screen Interview Examination to evaluate training, experience, and other job-related qualifications for the position. The Remote Screen Interview will be conducted via a video conference platform and is tentatively scheduled for Thursday, Tuesday Sept. 2, 2025.

WESA will tentatively hold hiring interviews the week of September 15, 2025.

All communication and notices will be sent via e-mail. Additional inquiries about the position may be directed to lbutler@rgs.ca.gov.

Candidates who may require special assistance in any phase of the application or selection process should advise Regional Government Services by emailing lbutler@rgs.ca.gov.

Water Employees Services Authority is an Equal Opportunity Employer.

RECRUITMENT CONTACT

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