



DEPARTMENT OF WATER RESOURCES

DELTA STEWARDSHIP COUNCIL

SACRAMENTO-SAN JOAQUIN DELTA CONSERVANCY



EXAMINATION ANNOUNCEMENT

The State of California offers Equal Opportunity for all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

It is an objective of the State of California to achieve a drug-free State workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service and the special

PROGRAM MANAGER III, CALIFORNIA BAY - DELTA AUTHORITY
MULTI-DEPARTMENTAL OPEN

Table with 2 columns: Question/Section and Answer. Rows include: FINAL FILING DATE (December 18, 2012), WHO SHOULD APPLY, HOW TO APPLY (Mailing and Submit in Person addresses), IDENTIFICATION REQUIRED, SPECIAL TESTING ARRANGEMENTS, SALARY RANGE (\$8,006 - \$8,830), ELIGIBLE LIST INFORMATION, EXAMINATION DATES (January/February 2013), REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION (Education, Experience, and Education requirements), and POSITION DESCRIPTION.

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

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**EXAMINATION INFORMATION** This examination will consist of a **Qualifications Appraisal Interview – Weighted 100.00%**. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained.

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**SCOPE OF EXAMINATION** **Qualifications Appraisal Interview - Weighted 100.00%**  
In addition to evaluating the competitors' relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

- A. Knowledge of:**
1. Principles and practices of project/program management with demonstrated experience in planning, managing, coordinating and integrating program and project activities.
  2. California environmental, water, and land use issues and policies.
  3. Principles of land, water, fish, wildlife, ecology, and other natural resources.
  4. Land use and management practices.
  5. State, federal, and local legislative processes and Tribal consultation protocol.
  6. Environmental programs and policies of participating governmental entities.
  7. Budgeting and other administrative functions.
  8. The Department's Equal Employment Opportunity Program objectives.
  9. Principles and practices of supervision and management including a manager's responsibility for promoting equal opportunity in hiring, equal employment development and promotion, and for maintaining a work environment that is free of discrimination and harassment.
- B. Ability to:**
1. Provide direction to achieve balanced implementation, integration, and continuous improvement in, all program elements.
  2. Promote and develop partnerships with program/project participants as well as with public and private interests.
  3. Set priorities, develop policies, and make decisions regarding program milestones.
  4. Provide a forum for the resolution of conflicts or disputes among implementing State, federal, Tribal and local governments and agencies.
  5. Use media and public outreach mechanisms to ensure broad understanding of program and project activities and intent.
  6. Communicate effectively with program/project participants, the Congress of the United States, the California State Legislature, offices of the legislature, Native American Tribes, and other boards, commissions, and government agencies.
  7. Analyze and evaluate information, take appropriate actions to implement sound and innovative solutions to difficult environmental and water management challenges.
  8. Review and interpret scientific and environmental reports.
  9. Prepare clear, complete, and technically accurate reports.
  10. Understand and apply rules, regulations, policies, and requirements of State and federal environmental protection and resource management programs.
  11. Plan and direct the work of subordinate staff, while effectively promoting equal opportunity in employment and maintaining a work environment that is free of discrimination and harassment.
  12. Effectively contribute to the Department's Equal Employment Opportunity Program objectives.

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**VETERANS PREFERENCE** **Veterans Preference Credit** will not be granted in this examination, as it does not qualify as an entrance examination under the law.

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**GENERAL INFORMATION**

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**The Department of Water Resources** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**For any examination** without a written feature it is the candidate's responsibility to contact the Selection Services Section of the Department of Water Resources, (916) 653-4838 three weeks after the final filing date if he/she has not received a progress notice.

**Applications** are available at Department of Water Resources' (DWR) offices, the DWR website: [www.water.ca.gov/jobs/currentexams.cfm](http://www.water.ca.gov/jobs/currentexams.cfm), local office of the Employment Development Department, the Department of Human Resources (CAL HR), and their website: [www.jobs.ca.gov](http://www.jobs.ca.gov)

**If you meet the requirements** stated on the reverse, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. All candidates who pass will be ranked according to their scores.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, qualifications appraisal interviews are scheduled in Sacramento and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**If a candidate's notice** of oral interview fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional, 2) departmental promotional, 3) multidepartmental promotional, 4) servicewide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate lists in order of final test scores (except as modified by veterans preference credits) regardless of the date of the test, and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

**TDD** is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device. **California Relay Telephone Service** for the Deaf or hearing impaired: From TDD phones: 1-800-735-2929; From Voice phones: 1-800-735-2922.

**For information** regarding this examination, please contact Brandon Littlejohn at (916) 653-7109.

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