



*A California State Agency*

*(Non-Civil Service position appointed by Council members.)*

*The mission of the Council is to achieve the coequal goals as stated in the State Water Code §85054:*

*"Coequal goals" means the two goals of providing a more reliable water supply for California and protecting, restoring, and enhancing the Delta ecosystem. The coequal goals shall be achieved in a manner that protects and enhances the unique cultural, recreational, natural resource, and agricultural values of the Delta as an evolving place."*

**Executive Officer,  
Delta Stewardship Council**

**POSITION:** Exempt, Full-Time  
**SALARY RANGE:** \$11,332-11,672  
**FINAL FILING DATE:** April 10, 2014

Under the direction of the Delta Stewardship Council (Council) Chair and members, the Executive Officer position requires a dynamic professional who will provide vision and leadership to an evolving and forward-thinking new independent state agency. This position requires someone who is attracted to, and skilled in resolving, complex and contentious policy and political battles. A broad knowledge of water policy is desirable, but not essential. Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively.

**POSITION QUALIFICATIONS:** A minimum of 5 years relevant work experience in areas such as water policy, land use policy and permitting, environmental review requirements and/or other regulatory processes. At least four years experience in a senior managerial role; experience working with local government or the state legislature and a Bachelor's degree are expected. A Master's degree is desired.

**DESIRABLE QUALIFICATIONS:**

- A demonstrated track record of consistently delivering work on schedule, and in a professional manner
- Experience working with a governing board.
- Ability to handle difficult policy questions and continual interest group pressure.
- Ability to balance the regulatory and non-regulatory functions of the Council and understand the relationship between state, federal, and local government agencies.
- Ability to effectively deal with political pressure, stakeholder concerns and conflicting goals and priorities.
- Excellent written and verbal communication skills.
- Self-confidence, but with an ability to appropriately handle conflict.
- Ability to appreciate points of view and then articulate an appropriate path forward.
- Ability to hit the ground running and quickly establish trust and credibility with divergent Delta stakeholders.
- A sense of urgency and the ability to set, meet and implement aggressive deadlines- productivity and efficiency is paramount- a good manager in addition to leadership capabilities.
- Strong interpersonal skills.
- Working knowledge of the Council's covered action responsibilities.

**INTERVIEWS:** Applications will be screened and only the best qualified candidates will be considered for an interview. Candidates will be contacted for an interview within a few weeks and thereafter a selection will be made.

**WHO MAY APPLY:** Current and Non-state applicants may apply since position is exempt from civil service requirements.

**WHERE TO APPLY:** Interested applicants must submit a State application (Form STD 678), cover letter, resume, and 3-5 references to:

Delta Stewardship Council  
Attention: Lynn Darby, Human Resources  
980 Ninth Street, Suite 1500  
Sacramento, CA 95814

*Applications must be postmarked by the final filing date.*

**CONTACT:** Lynn Darby at (916) 445-5565 or [lynn.darby@deltacouncil.ca.gov](mailto:lynn.darby@deltacouncil.ca.gov)

**ADDITIONAL REQUIREMENT:** Interested applicants must submit a Statement of Qualifications (SOQ) to clearly demonstrate how their experience and education meets the qualifications outlined in the job announcement, i.e., describe Delta Plan and Delta Science Plan experience and role played in their development.

An equal employment opportunity employer - equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.