

Central Valley Clean Water Association (CVCWA) Executive Officer Opportunity



ABOUT CVCWA

CVCWA represents the interests of wastewater agencies located in the Central Valley. The association is dedicated to ensuring that wastewater treatment and collection regulations are fair, effective, and serve the public interest. Our growing membership of over fifty public agencies represents over seven million people across the Central Valley - from the Northern California Border to the Delta waterways and down to the northern tip of Los Angeles County- working together to protect water quality and public health.

ABOUT THE POSITION

The Executive Officer serves as CVCWA's chief executive and works in close partnership with the Board of Directors to lead the organization and advance its mission, strategic plan, and goals. The role provides overall leadership for CVCWA's advocacy, operations, member services, and organizational infrastructure.

Key responsibilities include identifying and analyzing issues affecting members, preparing technical reports and public policy comments, representing and advocating for CVCWA members' interests before regulatory agencies, keeping members informed on emerging matters, and overseeing the association's day-to-day operations. The Executive Officer also manages finances, advances projects and programs that benefit members, supervises contract staff and consultants, and implements Board policy.

In this role, the Executive Officer helps secure practical regulatory outcomes that protect the financial resources of public wastewater agencies while safeguarding public health and the environment.

THE CANDIDATE

The ideal candidate is a strategic, collaborative, and politically astute leader who can represent and advocate on behalf of CVCWA effectively and guide the organization with sound judgment, integrity, and focus. This person should be able to analyze complex issues, build consensus among diverse stakeholders, and communicate clearly and persuasively on behalf of the association and its members.



CVCWA EXECUTIVE OFFICER OPPORTUNITY

QUALIFICATIONS AND EDUCATION REQUIREMENTS

- Bachelor's degree in engineering, environmental science, chemistry, natural resources management, public policy, environmental law or a related water quality or water management field; an advanced degree is preferred.
- At least 10 years of progressively responsible experience, including at least five years in a senior executive or management role.
- Experience working with or advocating before regulatory bodies, including testimony at public hearings on behalf of a trade association, professional organization, business, or public agency.
- Demonstrated success in stakeholder engagement, consensus building, and collaborative decision-making.
- Proven experience in program and project management, strategic planning, and budget oversight.
- Excellent interpersonal, negotiation, and communication skills.
- Experience working with a Board of Directors is highly desirable.
- Strong knowledge of California water policy affecting wastewater collection, treatment, and water recycling is required.

CORE COMPETENCIES AND PERSONAL CHARACTERISTICS

The ideal candidate will possess:

- Executive presence and credibility as the external voice of CVCWA.
- Strong relationship-building skills, with the ability to earn trust, facilitate teamwork, and work effectively across differing perspectives.
- Deep familiarity with the wastewater sector and the ability to maintain credibility and effective working relationships across the industry.
- A positive, mission-driven, and adaptable leadership style suited to a fast-moving environment with changing priorities.
- Strong administrative and organizational skills, including process improvement and fiscal oversight.



EXPECTATIONS AND TERMS OF THE POSITION

- **Compensation:** This is an independent full-time contract position. The agreement amount is anticipated to range between \$230,000 and \$260,000 per year. The final agreement terms will be negotiated with the successful candidate.
- **Travel:** Travel throughout California is required to meet with member agencies, attend regulatory proceedings (mostly in the greater Sacramento area), participate in conferences, and conduct other association business. Some overnight travel is anticipated.
- **Work arrangement:** No base office space or equipment is provided. The Executive Officer is expected to provide and maintain their own office space, utilities, computers, printers and related hardware, phone service, standard office software, and general office supplies.
- **Work expectations:** This position requires regular in-person attendance at meetings, to ensure effective advocacy and to build strong relationships with regulators, partner organizations, and CVCWA members.
- **Benefits:** Benefits are not provided; the compensation provided is intended to enable the individual to obtain benefits independently.
- **Expenses:** Reimbursement is limited to Board approved, role-related expenses.

HOW TO APPLY

Email cover letter, resume and three professional references no later than **July 20, 2026** to: Info@CVCWA.org

More information about CVCWA and a more detailed position description can be found on the Association's website at www.CVCWA.org.