

Find a meaningful career and supportive work environment with



Encina Wastewater Authority

Invites your interest in the position of Human Resources Manager





About Us

Encina Wastewater Authority (EWA) is a wastewater treatment agency in Carlsbad, California. We serve over 400,000 residents and regulate approximately 600 business in a 125-square-mile service area in northwest San Diego County. Six public agencies own EWA through a Joint Powers Agreement that facilitates cost sharing and enables economies of scale that the individual member agencies could not achieve independently. These member agencies are the City of Carlsbad, the City of Vista, the City of Encinitas, the Vallecitos Water District, the Buena Sanitation District, and the Leucadia Wastewater District.

About Carlsbad

Carlsbad is a seaside community of 39 square miles, nearly 40% of which is dedicated to open space. Due to our perfect climate, you can enjoy 46 trails, 40 parks, 3 pristine lagoons, and nearly 7 miles of beaches year-round. Temperatures range from an average of 58 degrees in January to 73 degrees in July, making every day a beach day. In addition to great surfing/swimming/fishing opportunities, Carlsbad is home to several world-famous golf courses, LegoLand, The Flower Fields, and a charming Village that's perfect for an afternoon stroll or evening out.

Employer of Choice

"Together, we are a model of excellence and innovation" isn't just a tagline at EWA—it's the commitment we've made to each other and to our community. We strive to honor these behavioral values to ensure a positive, productive work environment for all employees:

- Integrity
- Respect
- Valuing people
- Commitment
- Leadership
- Responsibility

We support our employees with a variety of benefits, including:

- Paid vacation and sick leave;
- CalPERS defined benefit (pension) retirement program;
- Employer matched deferred compensation plan;
- Cafeteria plan that includes medical, dental, vision, life, disability coverage, as well as the opportunity to participate in Flexible Spending Accounts and other voluntary benefits;
- Tuition reimbursement; and
- Professional development opportunities.



The Opportunity

EWA is currently seeking a Human Resources Manager to fill a full-time regular position.

Under the direct supervision of the Assistant General Manager, this position is a confidential position responsible for the management and implementation of comprehensive human resources programs including recruitment, employment, classifications, compensation, employee relations, management and employee development & trainings, performance appraisals, benefits, safety and occupational health, workers' compensation, and provides expert professional assistance and guidance to EWA management, on human resource and employee relations and, performs other related duties as assigned.

The Ideal Candidate

- Bachelors Degree in Human Resources, Public or Business Administration, Industrial Psychology, Organizational Leadership, or closely related field.
- Five (5) years experience that clearly demonstrates possession of the knowledge and skills stated in the position description.
- Experience in Governmental or Public Utility highly desirable.
- Professional Human Resources Certification highly desirable.

Possession of a non-restricted California Driver's License and successful completion of a background check, pre-employment physical examination, and drug screen, will be required at the time of a Conditional Offer of Employment.

Compensation

The salary range for this position depends on qualifications: \$128,246 - \$173,132 annually.

The Process

To be considered a candidate for this position, please complete and return the application that is available at www.encinajpa.com. Include a cover letter, resume, and any other information you feel is important for us to consider when reviewing your candidacy. Resumes without applications will not be considered.

This position will be open until filled, first round of applications will be reviewed after April 17, 2023. All applications and supporting documentation must be emailed to jobs@encinajpa.com.