



### **Mid-Kaweah Groundwater Sustainability Agency Chief Operating Officer**

The Mid-Kaweah Groundwater Sustainability Agency (MKGSA) is seeking a Chief Operating Officer (COO) to work under the Chief Executive Officer (CEO) and manage the day-to-day activities of the MKGSA. The COO will also assist in carrying out projects and management actions outlined in the MKGSA Groundwater Sustainability Plan (GSP) to achieve groundwater sustainability. The MKGSA COO serves in a management role and is a key member of the executive team employed by the MKGSA. The MKGSA COO carries a large amount of responsibility and duties on behalf of the MKGSA and the landowners.

The MKGSA is one of many groundwater sustainability agencies (GSAs) in the State of California, challenged with achieving groundwater sustainability by 2040. Working with the other GSAs in the Kaweah Subbasin, the MKGSA has developed a groundwater sustainability plan that achieves groundwater sustainability by implementing a host of progressive and challenging groundwater projects and management actions. The MKGSA has worked diligently to establish innovative methods for implementing and achieving groundwater sustainability, garnering statewide attention for its efforts. Notable projects include the development and implementation of a groundwater allocation system, the creation of an online groundwater tracking system, the establishment of a groundwater market, and the implementation of a comprehensive groundwater mitigation program.

The MKGSA COO would be responsible for working with the MKGSA CEO to ensure that projects and management actions are being developed and carried out efficiently and effectively. The MKGSA COO will have staff to support their workload, as required. The MKGSA COO will also be responsible for overseeing consultants, project construction, grant applications, and grant administration. Lastly, the MKGSA COO will be responsible for representing the MKGSA, its policies, and programs in engaging with employees, organizations, communities, and the general public.

#### **Supervision Received**

The MKGSA will report to the Chief Executive Officer and to the MKGSA Board of Directors.

#### **Supervision Exercised**

The MKGSA COO may exercise functional supervision over technical and administrative support personnel as required.

#### **Skills and requirements needed for this role include**

- A minimum of 5 years of experience, with preference being 10+ years of experience in water and/or groundwater Management.
- A bachelor's degree in civil engineering, public/business administration, or a similar degree is required.
- Water resources management experience, familiarity with special district administration, and general knowledge of local, state, and federal laws.
- Ability to show leadership and management of employees.
- Ability to communicate, both in writing and orally, information to employees and the public.
- Ability to engage with the public in a professional manner.

Compensation for this position is dependent on experience and will likely be in the range of \$125,000 to \$200,000 per year. The employer contributes 5% and will match up to an additional 4% of the employee's contributions to retirement. Full medical for employees and an 85% contribution to dependents. Medical includes vision and dental coverage. Paid sick leave and vacation accrual. Bonus potential upon the CEO's recommendation. A vehicle or stipend can be provided upon the determination of employment terms.

Please contact Teresa Ortiz if you are interested in exploring this opportunity or if you have people in mind to recommend:

Teresa Ortiz  
559-686-3425  
[tgo@tulareid.org](mailto:tgo@tulareid.org)

Deadline for accepting applications is October 31, 2025 by the end of the day. Please submit an Employment Application (<https://tulareid.org/district-employment-opportunities>), Cover Letter, and Resume.

**Typical Duties:**

- Provides day-to-day supervision of the office and staff of the MKGSA;
- In consultation with the CEO, provides advice on the development of policies, programs, and fiscal matters of the MKGSA;
- Oversees the development and execution of projects and management actions as directed by the CEO;
- Monitors the ongoing budget activity (revenue and expenditures) in coordination with the Chief Financial Officer;
- Engages in grant programs, including development of grant applications and grant administration, management, and reporting;
- Participates in weekly and monthly meetings with the Kaweah Subbasin Technical Teams and provides technical feedback to the CEO, MKGSA Board, and Kaweah Subbasin Technical Team;
- Represents the MKGSA Board of Directors' position on policies and programs with employees, organizations, other agencies, and the general public;
- Plans, writes, edits, and distributes internal and external communications along with presentations when needed;
- Represents the CEO when delegated to do so;
- Ensures that the safety and professional standards of the MKGSA are being implemented and maintained;
- Ensures that the various departments and staff are coordinating activities to ensure a high level of organizational efficiency;
- Effectively communicates and administers the personnel policies and other established policies of the MKGSA;
- Represents the MKGSA Board of Directors at meetings or other situations, including, but not limited to, federal and state agencies, federal and state legislatures, and other organizations;
- Participates in monthly meetings with the MKGSA Board of Directors, including assisting with establishing agendas, disseminating information, and communicating with the public;
- Coordinates with the other groundwater sustainability agencies within the Kaweah Subbasin regarding ongoing technical work, policy development, projects, and management actions;
- Performs other related work as required.