

Shafter-Wasco Irrigation District

Operations Manager - Wasco, CA

Submit Cover Letter and Resume to the District Office or swid@swid.org by October 10, 2025.

Introduction

This is an exempt supervisory position on the Shafter-Wasco Irrigation District staff. The position has daily responsibility for the District's distribution system maintenance and repair activities as well as recharge facility maintenance. The position also oversees the daily water operations for the District and provides technical supervision to Operation and Maintenance Employees.

Pay/Benefits

\$110k-\$130k Exempt Salary Depending on Experience

CalPERS Defined Benefit Retirement Plan

District Vehicle Provided

Cost of Living Adjustments and Periodic Longevity Increases

Job Characteristics

The Operations Manager possesses a thorough understanding of the District's distribution system, and can effectively manage a small staff of employees to operate and maintain that system. This position will work with staff and external customers, vendors, and consultants to meet the needs of all parties involved. The employee is committed to providing a safe work environment for employees and customers. A commitment to a high quality and reliable service is required. Employee is responsible for training employees in all aspects of the duties required to get the work done safely, efficiently and in accordance with the District policies and the Rules and Regulations for Water Service handbook.

Expected Qualifications

- High School Diploma
- Five years of water industry experience
- Have a valid California Drivers (License Class A preferred) with a satisfactory driving record
- Ability to work in a physical environment of hot, cold, muddy, dusty weather
- Must be able to operate and maintain all District water delivery systems with sufficient proficiency to be able to train and certify others in their operations
- Must have strong Customer Service abilities
- Must be able to orally present matters to the Board of Directors
- Must be able to stand and walk for extended periods of time.
- Must be able to travel in District vehicles throughout the District
- Ability to sit at a desk for extended periods of time
- Prior supervisory experience is required
- Ability to understand oral and written instructions
- Ability to operate backhoe is desired
- Performing manual labor is extremely rare, only performed as required during training
- Work flexible hours to meet the obligation of the position
- Work with little-to-no supervision on day-to-day activities
- Possess demonstrated writing skills
- Familiar with basic personnel computer applications (word documents, basic spreadsheets, email)

Essential Job Duties and Qualifications

The qualifications and duties listed below are illustrative only and are not meant to be a complete and exhaustive list of all the duties and responsibilities of this position.

Water Operations

- Have a complete and thorough knowledge of the District's distribution system and the layout of all related components including piping, pumping plants, laterals, sub-laterals, valves, turnouts and other structures
- Be competent and experienced in the distribution and measurement of water, monitoring of head pressures, system limitations and hydrology
- Have an understanding of SCADA systems and components including radio communications
- Coordinate the District's vendors related to phone system, internet connectivity, and security.
- Coordinate service shutdowns with Growers and vendors when repairs are needed
- Identify and prioritize necessary replacement and repair work during off-season
- Coordinates pump-in program if landowners pump into District facilities

Maintenance and Project Supervision

- Supervise and Direct all phases of work involved in the maintenance of various components that comprise the District's water distribution system, including pumps, motors, valves, turnouts, meters, concrete pipelines and canals
- Instruct employees on the use of all maintenance equipment including, backhoe, forklift and other miscellaneous tools and equipment required for District maintenance operations.
- Oversee maintenance of all District vehicles, equipment, buildings and yards. This duty includes ensuring that all equipment is maintained in a safe operating condition for employee use, and that the building, yards and facilities under District ownership or control are kept neat in appearance, repaired and available for use intended.
- Ensure that all water distribution facilities, district equipment, operations and maintenance programs comply with applicable Federal and State regulations and ordinances.
- Ensure recharge facilities are properly maintained and managed during recharge operations and during the off-season
- Work with consultants and vendors as necessary to facilitate District projects
- Coordinate with USBR and other entities regarding projects that overly USBR easements
- Participate in long term planning for District operations
- Assist the District Manager in preparation of budgets and monitors assigned expenses

Personnel Management

- Supervise and evaluate the performance of assigned personnel
- Provide training for employees that is required to meet all safety and legal requirements
- Set work schedules for employees to meet the obligations of the District while considering vacations, 24 hour emergency on-call coverage, and other scheduled after-hours work
- Encourage and facilitate cooperation, pride, and trust in the work environment
- Requires high standards of ethical conduct, exhibits honesty, integrity and customer service.
- Occasionally interview and select successful candidate for reporting positions.
- Complete employee performance appraisals as assigned and make recommendations to the General Manager on all personnel matters.