



Victor Valley Wastewater Reclamation Authority

The Victor Valley Wastewater Reclamation Authority is currently seeking experienced and qualified individuals for the position of:

DIRECTOR OF HUMAN RESOURCES & RISK MANAGEMENT **\$154,184.61 - \$187,842.56 ANNUALLY**

- CalPERS 2.5% @ 55 with VVWRA paid employee contribution (2.5% @55 applies if previously a CalPERS member with no more than a 6-month break in membership. If employee is new to CalPERS or has not been a member for over 6 months formula is 2% @ 62.)
- \$1,550.00 Monthly Medical Benefit Allowance.
- Excellent Medical/Dental/Vision Plan.
- Flexible Health Spending Account
- 2.5 x amount of annual salary up to \$300,000 for Life Insurance
- 457 Deferred Compensation Plan
- Short- and Long-Term Disability insurance.
- Excellent Vacation/Holiday Leave Plan, 14 paid Holidays.
- 457K Matching up to three (3.0%) percent of base salary
- 401(a) 2.0% of Base salary
- Paid Administration Leave
- Annual COLA increases based on CPI for Riverside-San Bernardino, Ontario

Nature of work to be performed:

Under the direction of the Assistant General Manager or designee, the Director of Human Resources & Risk Management provides strategic and operational leadership for all Human Resources (HR), organizational development, and agency-wide Risk Management functions. This executive-level position plays a key role in shaping and executing VVWRA's workforce strategy, ensuring alignment with agency goals, labor compliance, and best practices in public sector HR and risk mitigation. Responsibilities include oversight of employee and labor relations, benefits administration, classification and compensation, training and organizational development, employee health and safety, and insurance and liability claims management.

The Director serves as a strategic advisor to the Assistant General Manager, the General Manager, and the Executive Leadership Team on critical matters, including workforce planning, organizational change, safety compliance, talent acquisition and retention, labor negotiations, and enterprise risk exposure. This position supervises Human Resources and Risk staff and, as a member of the executive team, fosters a culture of transparency, accountability, and continuous improvement throughout the organization. As a member of the executive leadership team, this position plays an active role in promoting the organization and supporting public outreach initiatives, ensuring alignment between workforce strategy, organizational values, and VVWRA's public mission.

Education:

A bachelor's degree from an accredited college or university in Human Resources Management, Public Administration, Business Administration, Organizational Development, or a closely related discipline is required. A master's degree is highly desirable and demonstrates advanced expertise in strategic leadership and organizational development.

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Experience:

A minimum of ten (10) years of progressively responsible experience in human resources and/or risk management, including at least five (5) years in a senior leadership capacity within a public agency, demonstrating a proven track record of strategic oversight and organizational impact.

Direct experience with labor negotiations, CalPERS, and public sector classification systems is highly desirable. Experience overseeing safety programs and Workers' Compensation programs is required.

Certifications (Preferred):

SPHR, SHRM-SCP, IPMA-SCP, or ARM (Associate in Risk Management) certification is desirable.

Additional information about this position:

VVWRA is a regional public agency serving the High Desert through innovative wastewater treatment, water reuse, and environmental stewardship. We operate complex regional facilities that support economic growth, public health, and long-term sustainability for our member agencies and communities. Our organization values accountability, collaboration, transparency, and continuous improvement, and we are committed to developing leaders who can think strategically while remaining grounded in service.

The Director of Human Resources & Risk Management is a key member of VVWRA's executive leadership team. This position goes well beyond traditional HR administration. It is a strategic role responsible for shaping workforce strategy, labor relations, organizational development, and agency-wide risk management and safety culture. The Director serves as a trusted advisor to the Assistant General Manager, General Manager, and executive leadership on complex people, labor, and risk issues that directly impact the organization's ability to deliver essential public services.

This role offers the opportunity to lead and modernize human resources and safety programs in a technically complex, highly regulated public agency environment. The Director will oversee employee and labor relations, benefits, classification and compensation, training and leadership development, workers' compensation, safety programs, insurance, and liability risk. The position also plays an active role in public outreach, internal communications, and reinforcing organizational values across all levels of the Authority.

We are seeking a collaborative, experienced public-sector leader who brings sound judgment, discretion, and the ability to navigate sensitive and high-impact issues with professionalism. The ideal candidate is someone who can balance compliance with practicality, build trust with labor groups and staff, and champion a proactive safety culture while supporting the organization's long-term strategic goals.

Why join VVWRA?:

This is a rare opportunity to step into an executive-level HR and Safety role with real influence, autonomy, and impact. The Director will help shape the future workforce of a respected regional agency, work closely with an engaged executive team and Board, and lead programs that directly support employee well-being, organizational effectiveness, and public trust.

Position details:

Director of Human Resources & Risk Management. Exempt executive classification. Competitive salary and benefits. The position will be open until filled, with the first application review occurring approximately 30 days after posting.

For job application and more information on our excellent benefits and complete job description, log on to: www.vvwraca.gov EOE.

Submit completed application and resume with salary history to:

Victor Valley Wastewater Reclamation Authority, Attn: Human Resources, P.O. Box 370, Adelanto, CA 92301.

Friday, March 13, 2026 @ 4:00 pm

Please contact Toni Henning @ thenning@vvwraca.gov if you have any questions.