

**Director  
State of Idaho  
Department of Water Resources**

**Background**

The Idaho Department of Water Resources serves the people of Idaho and protects their welfare by ensuring that water is conserved and available to sustain Idaho's economy, ecosystem, and quality of life.

The 13<sup>th</sup> largest state by land area, Idaho has 880 square miles of water surface area. Major industries include manufacturing, health care, tourism, agriculture, food processing, timber, and mining.

**The Opportunity**

Idaho is a state where a talented engineer can have a significant positive impact. The State's mountain ranges and snowfall provide the water and its small population allows the Director to know and understand the Department's stakeholders. For a quick snapshot of Idaho's water resources, see <http://www.idwr.idaho.gov/WaterManagement/funfacts.htm>. While competing uses exist, there is also a collective desire to find creative, efficient ways to ensure water delivery to all users.

Whether building a career, or looking for a capstone, this position offers the opportunity to lead the evolution of a Department that will support the quality of life and success of Idaho's citizens well into the 21<sup>st</sup> Century.

**Responsibilities**

The Director is responsible for water management, water resource planning, and Department leadership and management (150 employees, \$20 million budget). The Director has legal authority to make water use decisions. As such, s/he plays a quasi-judicial role in managing Idaho's water resources.

The Department is currently organized into two divisions, each headed by a Division Administrator reporting to the Director. They are:

1. The Water Management Division, including:
  - a. Water Allocation Bureau.
    - i. Water Rights Section.
    - ii. Adjudication Section.
    - iii. Dam Safety Program.
  - b. Water Compliance Bureau.
    - i. Groundwater Protection Section.
    - ii. Floodplain Management Unit.
    - iii. Stream Channel Protection Unit.
    - iv. Water Distribution Section Unit.

- c. Regional Offices (4).
- 2. The Water Resource Planning Division, including:
  - a. Water Planning Bureau.
  - b. Technical Services Bureau.
    - i. Geospatial Technology Division.
    - ii. Hydrology Division.

### **Scope & Working Relationships**

The Director reports to the Governor and is a member of the Governor's Cabinet.

S/he works closely with, and provides staff support to, the Idaho Water Resources Board. The Board is comprised of eight gubernatorial appointees and is charged with forming and implementing the State Water Plan. For more information about the Board, and how it works with the Department, see <http://www.idwr.idaho.gov/waterboard/About.htm>.

In addition, the Director works with a wide range of stakeholders including members of the Governor's staff; legislators; representatives of a variety of user and delivery groups; members of the Idaho Attorney General's staff; members of water district advisory committees; employees of other Idaho state agencies and political subdivisions, neighboring state agencies, federal agencies, Native American tribes; and representatives of multi-state organizations.

See <http://www.idwr.idaho.gov/AboutIDWR/organization.htm> for the Department's organization chart.

### **12-Month to 24-Month Deliverables**

- Develop and implement a plan to build effective communication channels and working relationships with and between stakeholders.
- Develop and implement a plan to gain a personal understanding of the concerns of Idaho's diverse water constituencies and the significant legal and scientific issues in the State's various watersheds.
- Develop and implement a business plan and organizational structure for the Department that provides for:
  - 1. Administrative resolution of current water use issues whenever possible.
  - 2. Design and implementation of a structure and processes for making water use decisions that eliminate bottlenecks and reduce court and legislative challenges and changes.

3. Development and implementation of plans to clear and prevent remaining public service backlogs.
4. Development of a plan for the effective long-term use of Idaho's water resources that supports the Governor's economic development strategy. See <http://www.project60.idaho.gov/index.html> .
5. Ongoing operations of the Department.

### **Selection Criteria**

- Leadership, managerial, and executive abilities. Self-starter. Organization builder. Transparent. Accountable. Trustworthy. Delegator.
- Mediation and facilitation skills. Collaborative. Fair. Objective.
- Decision making ability.
- Working knowledge of western water law, including the Prior Appropriation Doctrine.
- Engineering knowledge to include hydraulics, hydrology, hydrogeology, irrigation, statistics, and modeling.
- Ability to conduct hearings and oversee the production of scientifically and legally respected decisions regarding water use.
- Ability to staff executive officers and boards.
- Ability to work effectively with diverse constituencies and regions.
- Statutory requirements: Civil or hydraulic engineer license. Five years engineering experience. Irrigation knowledge.

### **Travel**

On average, three trips of daylight travel and three trips of overnight travel per month.

### **Location**

Boise, Idaho

Boise's residents enjoy an enviable quality of life that receives regular recognition from publications such as Money Magazine. Boise, a metropolitan area of about 550,000 people, and the state capitol, is currently ranked the eighth most livable city in the U.S. For detailed

information, see <http://www.city-data.com/city/Boise-City-Idaho.html> and to taste the Boise lifestyle, see [http://www.skywestmagazine.com/pdf/JulyAug011\\_SkyWestBoise.pdf](http://www.skywestmagazine.com/pdf/JulyAug011_SkyWestBoise.pdf)

### **Compensation**

The hiring salary range for the Director is \$89,000 to \$135,000.

In addition, the State offers a comprehensive and competitive employee benefits package that includes defined benefit and defined contribution retirement plans; five weeks of vacation per year; 10 paid holidays per year, sick and other leave; medical, dental, vision, life, disability, and long term care insurance; flexible spending accounts; wellness programs; and an employee assistance program.

### **To Apply**

Please e-mail your Microsoft Word resume to Donna Svei, Executive Search Consultant, at [donnasvei@gmail.com](mailto:donnasvei@gmail.com). Please include your e-mail address on your resume and reference "Director, Idaho Department of Water Resources" in the subject line of your e-mail.

Applications will be reviewed as they are received. The recruitment will be open until filled.

*Hiring is done without regard to race, color, religion, national origin, sex, age or disability. In addition, preference may be given to veterans who qualify under state and federal laws and regulations*