



Orange County Water District Natural Resources Director

SALARY	\$78.15 - \$97.67 Hourly \$162,552.00 - \$203,153.60 Annually	LOCATION	Corona, CA
JOB TYPE	Full Time	JOB NUMBER	2026-00004
DEPARTMENT	Natural Resources	OPENING DATE	02/11/2026
CLOSING DATE	3/4/2026 4:00 PM Pacific	FLSA	Exempt
BARGAINING UNIT Non-Represented			

Description

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

The Director of Natural Resources is a pivotal role responsible for managing environmental programs and resources, with a primary focus on preserving and safeguarding natural resources and ensuring water supply and quality. This position involves supervising staff, managing environmental programs, projects, and resources, as well as liaising with regulatory agencies and the public to enhance and maintain the natural resources under OCWD's purview.

Examples of Duties

The following essential job functions are typical for this classification. Incumbents may not perform all of the listed job functions and/or may be required to perform additional or different job functions from those set forth below to address business needs and changing business practices. Management reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

Key Responsibilities:

1. Supervision and Management:

- Supervise a team of professionals, provide guidance, conduct performance evaluations, and ensure staff training.
- Oversee the prioritization and assignment of work; make recommendations on hiring, terminations, and disciplinary actions.

2. Team Leadership:

- Lead a dedicated team of professionals in the Natural Resources department.
- Provide mentorship and support for staff development and growth.

- Forge and maintain relationships with other OCWD departments to facilitate ongoing compliance with permits issued by USACE, USFWS, RWQCB, and CDFW.

3. Regulatory Compliance:

- Ensure and track compliance with all relevant environmental and natural resources regulations and permits.
- Maintain up-to-date knowledge of environmental laws and advocate for OCWD's interests in regulatory matters.
- Maintain necessary permits with wildlife agencies to conduct required wildlife management and ecological restoration activities.

4. Environmental Programs and Projects:

- Manage environmental programs, property, resources, and projects, including research formulation, regulatory compliance, report preparation, and presentations.
- Develop strategies, policies, and procedures for effective environmental management.
- Develop interpretive materials and/or displays, evaluate student research proposals, and support educational outreach messaging.
- Establish environmental priorities, monitor legal requirements, oversee construction activities, and develop environmental plans and related activities.

5. Emerging Environmental Issues:

- Develop programs and projects to address emerging environmental challenges.
- Stay updated on environmental science and related developments to inform OCWD's strategies and actions.

6. Stakeholder Engagement:

- Participate in meetings, task forces, committees, and groups related to environmental issues in support of the agency's mission.
- Maintain positive working relationships with regulatory agencies and organizations while representing OCWD's interests.
- Negotiate project mitigation measures with wildlife and regulatory agencies for District projects and oversee implementation and monitoring of required measures.
- Collaborate with local, state, and federal agencies, as well as community organizations, to build partnerships and foster environmental stewardship.

7. Ecosystem Management:

- Oversee OCWD's role in the preservation and restoration of the Santa Ana River Watershed's natural habitats and ecosystems.
- Collaborate with environmental agencies and organizations to ensure the long-term health of the watershed's flora and fauna.
- Establish and execute strategies for sustainable management of water resources within the Santa Ana River Watershed.
- Promote responsible water use and conservation to address current and future water challenges.
- Manage a watershed-wide effort to maximize natural resources, including water supply.

8. Water Quality Assurance:

- Develop and implement programs to monitor and maintain water quality within the watershed.
- Implement innovative techniques and best practices to minimize pollution and protect aquatic life.

9. Budget Administration:

- Assist in the development and administration of budgets for environmental programs and projects.
- Seek external financial support to assist with successful execution of operational activities.
- Manage the department's budget efficiently, ensuring resources are allocated effectively to meet program goals.

10. Public Relations:

- Communicate with the general public and the Public Relations Office regarding the successful recovery of endangered species and natural resources.
- Collaborate with habitat management efforts and groups that could impact OCWD's lands, projects, and operations.

Typical Qualifications

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

- Applicable Federal, state, and local codes, rules, laws, and/or regulations.
- Biology/ecology principles, wetland science.
- Principles of environmental science.
- Endangered species that drive mitigation requirements.
- Budgeting principles.
- Project management principles.
- Public relations principles.

Ability and Skills in:

- Speaking in public.
- Developing and Leading Stakeholder engagement workshops.
- Writing reports.
- Using computers and related software applications.
- Developing and administering budgets.
- Conducting research.
- Developing strategies, projects, and/or plans to achieve environmental program goals.
- Managing projects.
- Communication, interpersonal skills as applied to interaction with coworkers, supervisor, the general public, etc. sufficient to exchange or convey information and to receive work direction.
- Establishing, maintaining, and fostering positive working relationships with those contacted in the course of work.

EDUCATION AND EXPERIENCE GUIDELINES

Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training: Bachelor's degree in Biology, Ecology, Environmental Science, or a related physical science field. Master's Degree is preferred. Must have expertise in wetland ecology and function. Must be able to obtain any necessary permit(s) or be able to be placed on an existing permit required by US Fish & Wildlife Service or California Department of Fish & Game for monitoring of fish and/or wildlife. Must hold valid scientific collecting permit and endangered species recovery permit for those species on District land. Must have knowledge of how to apply for and renew regulatory permits.

Experience: Ten years of progressively responsible related natural resource monitoring management and compliance, including project management experience; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job such as those listed above. Must have demonstrated expertise in wetlands and endangered species management. Minimum of five years of supervisory experience.

License: Valid California Class "C" Driver's License.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Physical: Positions in this class typically require fingering, talking, hearing, seeing, and repetitive motion. Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met. Incumbents may be subjected to travel. Incumbent requires sufficient physical ability to walk over uneven terrain in the outdoors under extremely variable, often harsh weather conditions; work in an office setting; stand or sit for prolonged periods of time; operate office equipment including use of a computer keyboard; push, pull, lift, and/or carry light amounts of weight; verbally communicate to exchange information.

Vision: See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; and to operate assigned equipment.

Hearing: Hear in the normal audio range with or without correction.

DISASTER SERVICE WORKERS

All Orange County Water District employees are designated Disaster Service Workers through state law (California Government Code Section 3100-3109). Employees are required to complete all related training as assigned, and to return to work as ordered in the event of an emergency.

Supplemental Information

SCHEDULE:

9/80, with alternating Mondays or Fridays off.

LOCATION:

The primary work location for this position is Prado in Corona. Based on department needs, the incumbent may be required to periodically report or travel to OCWD's Field Headquarters in Anaheim and the Main Office in Fountain Valley. Travel between District facilities is required, as well as travel to attend conferences, stakeholder meetings, and related events.

- Prado Wetlands: 14980 River Rd, Corona, CA 92880
- Field Headquarters: 4060 E. La Palma Ave, CA 92807
- Main Office: 18700 Ward St., Fountain Valley, CA 92708

APPLICATION PROCESS

To be considered for this opportunity, candidates must include a resume, references, and provide a written response to the questions listed below with their application package:

1. How do you stay updated on the latest trends, research, and policies related to natural resource management?
2. Please list the various habitat resource agencies you have worked with.
3. Please list the various types of environmental permits you have managed.
4. Briefly explain your experience with wetlands or habitat ecology ecosystems.

Candidates given an offer of employment will be required to pass a medical examination and background check. You must submit an OCWD online employment application to be considered. Please visit www.ocwd.com to complete an application. Applications will be accepted until a sufficient number apply. EOE

Employer

Orange County Water District

Address

18700 Ward Street

Fountain Valley, California, 92708

Phone

714-378-3200

Website

<http://www.ocwd.com>