



# GENERAL MANAGER



**BOB MURRAY  
& ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH

## THE COMMUNITY

Marin Municipal Water District (the District/ Marin Water) is located in Marin County, an exceptional North Bay community just across the Golden Gate Bridge from San Francisco. Widely recognized for its natural beauty and engaged, environmentally conscious residents, Marin County offers an outstanding quality of life. The landscape ranges from pristine coastline and tidal estuaries to redwood forests, rolling hills, and the iconic slopes of Mount Tamalpais. The region enjoys a mild Mediterranean climate, with coastal fog moderating summer temperatures and creating a comfortable year-round environment. Residents value a balance of rural charm and suburban convenience, with vibrant communities, thriving local businesses, and a strong sense of stewardship for the environment.

Marin County is a premier recreational destination, anchored by world-renowned public lands such as the Golden Gate National Recreation Area and Point Reyes National Seashore, contributing to more than 140,000 acres of protected open space. The local economy is diverse and evolving, with strengths in professional services, technology, creative industries, agriculture, and tourism, and home to notable companies such as Autodesk and Lucasfilm. Educational opportunities are excellent, including the College of Marin and access to top-tier universities throughout the Bay Area such as University of California, Berkeley, University of California, San Francisco, San Francisco State University, Dominican University of California, and University of San Francisco. Marin is well-connected by regional transportation, including Golden Gate Transit bus service along the Highway 101 corridor, ferry service to San Francisco, and convenient access to major airports, making it both accessible and highly desirable for residents and visitors alike.

## THE DISTRICT

Chartered on April 25, 1912, the District is the first municipal water district in California. Prior to that, water in central and southern Marin had been provided by several small, private companies, many of them subsidiaries to local real estate developers. Recognizing the critical importance of reliable water service, the community came together to create a publicly owned and managed water system. Our proud history is what drives our work, and it is at the heart of our mission.

Today, Marin Water provides local water service to more than 191,000 people in central and southern Marin. The District operates a complex and highly reliable water system that includes three treatment plants, a finishing facility, more than 900 miles of pipeline, 130 water storage tanks and nearly 100 pumping stations. About 75% of MMWD's water comes from more than 21,000 acres of protected watershed on Mt. Tamalpais. Rainfall from these watersheds flows into the District's seven reservoirs. Water from these reservoirs is treated and filtered before delivery. The District delivers an average of over 20 million gallons of water per day to homes and businesses. What makes Marin Water unique is that along with protecting Marin's water supply, the organization is tasked with caring for and monitoring access to Mt. Tamalpais, host to hundreds of endemic and rare species of plants, animals, and birds. Mt. Tamalpais is also deeply cherished by Marin's residents and visitors enjoy recreational access to the mountain.

The Marin Municipal Water District is governed by a five-member Board of Directors that appoints a General Manager and employs



254 full-time employees with a combined annual operating and capital budget of \$186.5 million for FY2026.

Visit the following resources to learn more about the District, its history, water supply, and the water source:

[2026 Strategic Annual Work Plan](#)

[Marin Water Historical Highlights](#)

[Current Reservoir Levels and Recorded Rainfall Data](#)

[Your Water's Journey](#)

### Mission Statement

Marin Water manages the lands, water, and facilities in its trust to provide reliable, high-quality water and adapt and sustain these precious resources for the future.

### Vision Statement

Marin Water is a leader in water and natural resource management and addressing the complexities of a changing environment.

### Values

Marin Water is dedicated to serving customers and the community by upholding these core values:

- **Health and Safety.** It is committed to the health and safety of our colleagues and community.
- **Stewardship.** It recognizes the essential connection between people and natural resources and manage our lands and facilities for sustained benefits now and in the future.
- **Innovation.** It strives for excellence and innovation in managing water and watersheds.
- **Efficiency and Responsiveness.** It values efficiency, cost-effectiveness, and timely service in our work with customers and communities.
- **Accountability.** It operates with the highest levels of individual and organizational accountability to each other and the community.
- **Respect.** It maintains a welcoming environment that embraces differences and offers respect, dignity, and fairness for all people and partners.
- **Listening and Learning.** The organization listened to others, reflecting on its performance, sharing knowledge with others, and making informed decisions.
- **One Water Team.** Marin Water works together to anticipate the challenges ahead and achieve our mission.

## Strategic Plan

Marin Water's Five-Year Strategic Plan outlines the organizational goals and objectives the District intends to accomplish over the next five years, 2024-2028. Meant to guide the work of all District departments and staff, the plan has five key goal areas: Reliable Water Supply, Resilient Water System, Watershed Stewardship, Fiscal Responsibility, and Organizational Excellence.

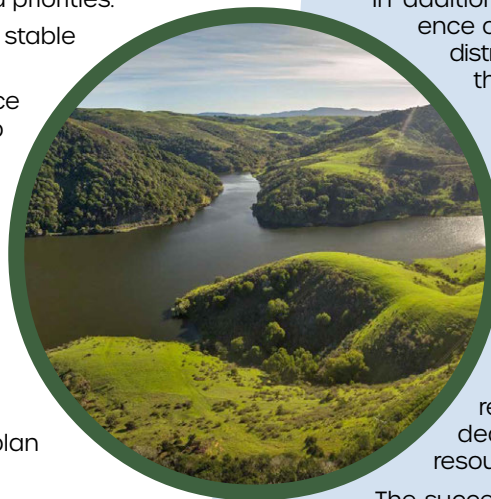
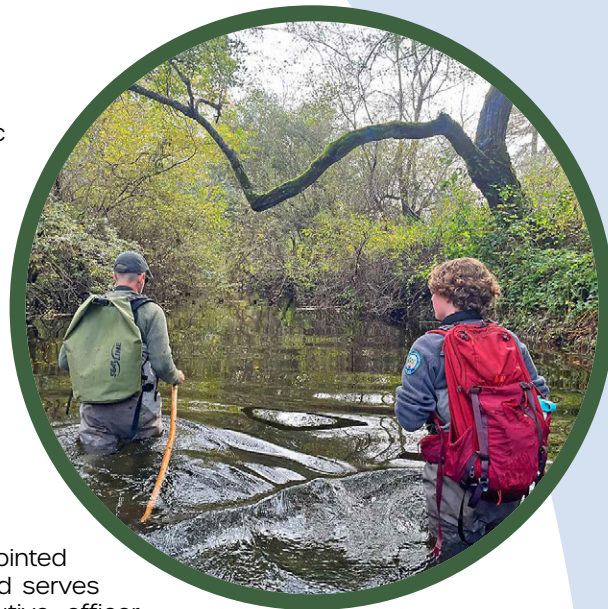
## THE POSITION

The General Manager is appointed by the Board of Directors and serves as the District's chief executive officer.

Under policy guidance from the Board, the General Manager is responsible for providing leadership, management and supervision of the overall activities and operations of the District to ensure that customers are provided high quality water in an efficient, economical, responsive and courteous manner, and that Marin Water is a responsible steward of the watershed, sustaining it for future generations.

The General Manager is accountable for developing, implementing and executing short- and long-term plans, policies, budgets and strategies to accomplish the District's mission, the outcomes of the Strategic Plan and other Board of Director priorities. The General Manager supervises the preparation of a strategic plan, other plans, policy items, budgets, and operational, organizational and fiscal reports for the Board's consideration and approval. Typical duties may include but are not limited to the following:

- Direct the development and implementation of initiatives, goals and objectives set forth to support Marin Water's mission and vision as identified in the District's strategic plan
- Advise the Board on policy and administration and execute the implementation and timely completion of Board approved policies and priorities.
- Oversee programs and plans designed to maintain a stable water supply and high-quality water.
- Oversee watershed resources, preservation, maintenance and protection and maintain watershed stewardship partnerships with community organizations.
- Establish and promote an environment of respect, civility, integrity and excellence.
- Maintain and monitor the budgets; direct the development and implementation of the capital improvement programs and major engineering and construction projects.
- Ensure the selection and retention of highly competent and effective management staff.
- Ensure consistency of a well-designed performance plan and review programs for all the District's staff.
- Monitor Marin Water's labor negotiations and labor-management efforts.
- Communicate effectively with employees, citizen groups, and advisory bodies; establish and maintain positive relationships with external agencies; ensure appropriate outreach and communications with the local community, including customers, citizen groups, thought leaders and advisory bodies.
- Coordinate Marin Water activities with federal, state and local public agencies and represent the District as required.



## LICENSES AND/OR CERTIFICATIONS

Possession of an appropriate California driver's license issued by the State Department of Motor Vehicles and satisfactory driving record.

## THE IDEAL CANDIDATE

The Board seeks a General Manager who can build upon the District's strong technical foundation while advancing critical infrastructure and water supply priorities through a clear, strategic, and long-term vision. This leader will be skilled at guiding the organization through complex capital improvement programs and possess the financial acumen to identify and secure new revenue sources to help accelerate essential projects. While technical or engineering expertise is valued, a strong understanding of water district management will allow the next General Manager to focus on leadership capacity. This includes exercising sound judgment, providing clear direction, making timely and well-informed decisions, and empowering a high-performing team while maintaining accountability. Strategic in approach and grounded in high emotional intelligence, the ideal candidate will effectively connect day-to-day operations with long-term organizational goals.

In addition to management experience of the operation of a water district or a similar public entity, the ideal candidate will bring a deep commitment to environmental stewardship and land use management. The agency is responsible for overseeing over 21,000 acres of some of the most sensitive, beautiful, and cherished habitat and watershed lands world-wide, and the role requires a thoughtful and dedicated steward of those resources.

The successful candidate will be an approachable, engaging, and inclusive leader who builds trust across the organization, makes an effort to know the highly skilled and committed team members of Marin Water and engages with the community in a thoughtful way. This individual will be visible and accessible, a good listener who can win staff confidence and foster

a collaborative, team-oriented environment. Marin Water employees take pride in the District's mission and culture and are seeking a General Manager who will strengthen communication, support cross-department coordination, and invest in leadership development and succession planning. The ideal candidate will balance internal leadership—enhancing workforce engagement, organizational alignment, and staff development—with external responsibilities, including cultivating regional partnerships, maintaining community trust, and building a strong, effective relationship with the Board of Directors. The ideal candidate will model fairness, consistency, and transparency, reinforcing a positive organizational culture while guiding the District forward with stability, cohesion, and purpose.

## TRAINING AND EXPERIENCE

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

- Bachelor of Science degree in Engineering, Public Administration, Business Administration or a related field. A Master's degree is desirable.
- 10 years of experience as a senior manager, leading, directing and managing strategic initiatives for a complex organization, such as a municipal water agency or closely related public utility, providing essential utility services to the public; plus, familiarity with water quality, project management, public finance, engineering, human resources, environmental compliance, watershed and natural resource management.
- Significant expertise and competence with public financing, financial management, long-range planning relevant to a large complex public water utility.
- Desirable knowledge of water resources, including water conservation concepts and tools, and experience with watershed, natural resources and fishery management.

## COMPENSATION AND BENEFITS

The annual salary range for the General Manager is **\$350,000 to \$410,000 per year**; salary is dependent upon qualifications and experience. Marin Water also offers a competitive benefits package including but not limited to the following:

**Retirement** - CalPERS (Current retirement formula is 2.7% @ 55 for employees hired before December 31, 2012; 2% @ 62 for employees hired after January 1, 2013)

**Deferred Compensation** - Employees are eligible to participate in the 457 plan (voluntary)

**Medical Insurance** - CalPERS

**Dental Insurance** - Delta Dental

**Vision Insurance**

**Group Life Insurance**

**Long Term Disability Insurance**



**Administrative Leave** - 40 hours per calendar year

**Sick Leave**

**Holidays** - 12 paid holidays per year and 2 additional floating holidays granted

**Vacation** - Four weeks per year. Accrual shall be in equal measure per pay period, annually totaling 160 hours.

**Vehicle Use** - for commuting and undertaking the District's business

**Management Professional Allowance** - to assist with tuition, professional development

**Accidental Death and Dismemberment Insurance**

*Marin Water participates in Social Security*

## TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

[www.bobmurrayassoc.com](http://www.bobmurrayassoc.com)

**Filing Deadline:  
May 24, 2026**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with Marin Water. Candidates will be advised of the status of the recruitment following selection of the General Manager.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

