

KWUA

Klamath Water Users

ASSOCIATION

The mission of the organization is to preserve and enhance the viability of irrigated agriculture for our membership in the Klamath Basin, for the benefit of current and future generations.

Executive Director



The Opportunity

The Klamath Water Users Association (KWUA or Association) is seeking a self-motivated, highly productive individual to provide leadership and oversight to an established organization that serves

the interests of member irrigation districts and their constituents with regard to natural resources issues, with emphasis on water resources and power costs. The position will provide administrative,

policy, and technical support to the Association's board of directors in areas of Association management, policy development and implementation, strategic planning, issue management, evaluation of technical material, communications, and other related work. This is a unique opportunity to join an organization that is at the forefront of precedent-setting issues.

Who We Are

KWUA is a non-profit corporation, formed in 1953, that



represents irrigation interests associated with the Klamath Project, a federal reclamation project. KWUA members include rural and suburban irrigation districts and similar entities that divert or deliver water made available through Project facilities, as well as private

individuals who rely on the Klamath Project. The area represented by KWUA members straddles the Oregon-California

border and is home to over 1,200 family farms and ranches operating on over 170,000 acres of some of the best farmland in the West. The mission of the organization is to preserve and enhance the viability of irrigated agriculture for our membership in the Klamath Basin, for the benefit of current and future generations. The Association is governed by an 11 member board of directors who are representatives from Klamath Project member districts.

The Klamath Project was authorized in 1905, as one of the earliest Federal reclamation projects under the Reclamation Act of 1902. It includes facilities that store and divert water from the Klamath and Lost River system. KWUA members are parties to permanent contracts with the Bureau of Reclamation that relate to diversion and delivery of water and face uncertainties of supply due to endangered species and other concerns. In addition to providing irrigation, a major aspect of the Project is drainage, including removal

of water from a closed basin. Also, Project irrigation involves considerable recycling and re-use of water, resulting in high efficiencies. Power is furnished for uses in the Project by PacifiCorp, an investor-owned utility.

Historically, the major emphases of the Association have been to ensure reliable water supplies and low-cost power for Project uses, and these issues are expected to remain prominent. Ongoing processes in the Klamath Basin are being monitored all over the country. They range from unique legal cases involving water allocation, water quality regulation and the Endangered Species Act, to policy engagement in Washington, Salem, and Sacramento.

The Role of Executive Director

The Executive Director (ED) is an at-will employee selected by KWUA's board of directors to lead and manage the Association. The ED will have full responsibility for the Association's work and will be directly responsible for delivering results. The position receives policy direction from the board; the ED in turn works to implement this policy utilizing his or her skills and by directing staff and consultants. The ED will provide day-to-day operational oversight and direction through the use of financial, human, and technology resources to effectively and efficiently achieve KWUA's goals and enhance the organizations capacity and performance. The ED's work will be focused on managing a variety of issues and processes including annual Project operational issues, state and federal legislation, public relations, oversight of agency rulemaking, writing and editing letters and comments, reading and understanding technical information, coalition building, internal and external outreach and other duties as assigned. The ED must be a self-starter and capable of working with a variety of stakeholders, personalities and other interests in the Klamath Basin.



The Association's Executive is also responsible for keeping the records of the organization and a library of historical and other important documents. He or she must be effective at writing papers, letters and other correspondence to further the organization's goals. A proficiency in media relations and/or public relations would be a significant asset.

It is important that the ED is able to articulate and promote the Association's vision and objectives through direct and indirect engagement with key policy leaders and with internal and external stakeholders. This role requires someone who is a proven leader, experienced in policy analysis and development and who is capable of communicating ideas clearly and thoughtfully. In addition, the ED should have the ability to identify future trends and needs and be able to collaborate with others to achieve desired outcomes for the organization. The responsibilities of this position will be carried out in a highly visible and sometimes controversial and politically-charged environment.

The greatest responsibility of this position is to effectively develop and implement short- and long-term strategies to achieve the Association's goals and objectives.

The Ideal Candidate

This is a high energy and demanding job. It will also be rewarding, worthwhile and fulfilling for the right candidate. As the ED, you will work directly with board members, staff, consultants and the irrigation districts that make up the Klamath Project. You will lead the Association and help develop strategy and tactics for implementing policy.

As the leader of the organization, you will be expected to work effectively with KWUA's established legal, political and technical consulting team. Your ultimate task is to implement board policy and serve the interests of your membership at all times and in a variety of forums through effective advocacy and negotiation. The ability to build relationships and improve interaction between member districts, state and federal agencies, and others will be a key to your success.

Ultimately, the ideal candidate must have the high level of expertise needed to successfully facilitate discussion on short, medium and long-range goals and then implement the vision of the organization. You must be effective in a variety of venues and possess the organizational and leadership skills that can inspire and motivate your membership, staff and others.



Qualifying Experience and Education

Board, staff, consultants and various volunteers for the Association must work as a team and any successful candidate must help to make this work. Networking skills are a must as is the ability to multi-task and

engage in multi-disciplinary work. Travel is part of the job and any candidate must be willing to travel as necessary and possess a valid driver's license. In addition, the following basic qualifications are necessary:



- Bachelors or advanced degree from an accredited college or university in political science, communications, law, business management, engineering or a related technical field of study OR an equivalent combination of education, training and experience which provides the required knowledge, skills and abilities.
- Excellent oral and written communication skills, problem-solving abilities, commitment to quality and sense of initiative are important for this position.
- Proven management and administrative abilities including five or more years of demonstrated leadership and substantial executive level experience in a nonprofit organization, other private sector entity, special district, government or related field.
- Proven ability to interact effectively with a variety of local and regional media outlets.
- Demonstrated experience in management and directing staff and/or consultants.
- Familiarity and understanding of accounting principles
- Experience working with diverse groups and managing difficult situations.
- Basic knowledge and understanding of state water law and state and federal environmental laws.
- Basic understanding of the electric utility industry and power generation and delivery arrangements

Additional Preferred Qualifications

- Five or more years of experience in policy development (or work in a related technical field) involving western water issues and/or power issues.
- Demonstrated ability to present complete complex technical concepts effectively, both orally and in writing, for ease of understanding by non-technical members, the media and the public.
- Experience with a wide range of analytical tools and processes applicable to policy development.
- Experience and expertise specifically in water and/or natural resource and power planning and management.
- Experience acting as a lead or primary contact on complex political, legal, regulatory, environmental or other issues for external and/or internal stakeholders.
- Demonstrate effective planning, decision-making and team building.
- Demonstrate strong ethics, leadership, interpersonal skills, communication and engage in continuous learning.
- Proven skills in negotiation and debate.
- The successful candidate should be goal oriented and have a positive attitude and a desire to grow personally and professionally.

Evaluation of Candidates and Experience

KWUA will appoint a Selection Committee to review candidates and their credentials. The Selection Committee will have the full responsibility for reviewing all applications and supporting documentation. Top candidates will be evaluated based on their executive-level qualifications presented through the submittal of comprehensive package outlining career highlights and notable achievements. The decision of the Selection Committee will ultimately be made on the best combination of experience, education, industry

credentials, and overall leadership that will best serve KWUA's goals and objectives and the further the interests of its membership.

Compensation

This is a senior level executive position and will be compensated as such. The salary range will be commensurate with education, qualifications and experience. KWUA also offers a competitive employee benefit package that includes an employer-sponsored retirement program and health, vision and dental insurance coverage for the employee.

KWUA is an equal opportunity employer. All offers of employment are contingent upon a successful background check and drug screening.

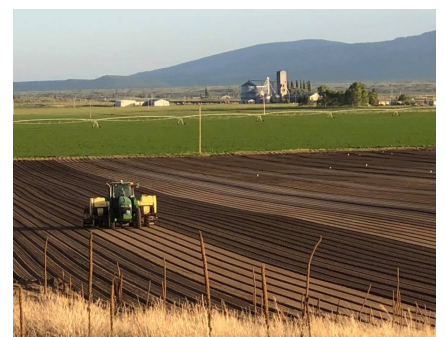
To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. Candidates should apply immediately. Application deadline is March 1, 2025. This position will be open until filled. However, candidates are encouraged to apply early in the process for optimal consideration. This recruitment may close at any time once a strong pool of candidates is received.

To be considered, candidates must submit a:

- Compelling cover letter;
- Comprehensive resume; and
- three (3) professional references.

Electronic versions of all submittals are encouraged. Interested candidates may apply via email to assist@kwua.org



Klamath Water Users Board of Directors

Board of Director President: Tracey Liskey

Secretary: Mike McKoen

Board of Director Vice President: Jeff Boyd

Treasurer: Tricia Walker

Member Districts

Klamath Basin Improvement District
Klamath Drainage District
Klamath Irrigation District
Malin Irrigation District
Pioneer District Improvement Company
Shasta View Irrigation District
Sunnyside Irrigation District
Tulelake Irrigation District
Van Brimmer Ditch Company
Warren Act Contractors
Westside Improvement District

2024 Board of Directors

Brad Kirby
Dave Hamel
Tracey Liskey
Ty Kliewer
Nick Grounds
Justin Eary
Mike McKoen
Tricia Walker
Ryan Kliewer
Jeff Boyd
Ben DuVal

2024 Board Alternates

Gary Wright
Rodney Cheyne
Luther Horsley
Mike Byrne
Rob Unruh
Scott Seus
Marc Staunton
Debbie Duncan
Lane Roelle
Paul Crawford
Kyle Staunton

KWUA Board Advisory Committees

Advisory Committee
Public Relations and Events
Project Operations



To learn more about what
Klamath and the surround-
ing area has to offer
please visit
www.discoverklamath.com

To learn more about the
Klamath Water Users
Association visit
www.kwua.org