

ARIZONA DEPARTMENT OF ENVIRONMENTAL QUALITY

We are looking for results-oriented, driven individuals with a thirst for problem solving.

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PROGRAM MANAGER SURFACE WATER WATER QUALITY DIVISION

JOB SUMMARY

At ADEQ our vision is to be the number one state in the nation in balanced, leading-edge environmental protection through technical and operational excellence; and radical simplicity for customers and staff. We are looking for unit managers to help drive our agency towards accomplishing this vision. We need our managers to be versatile and forward thinking about tackling problems, to think about problem solving “outside the box” and have a combination of passion and technical skills for continuous improvement. If you get excited about problem solving and aren’t daunted by the challenge of building something from scratch, then our team might be your next step. If so, **apply today**. To learn more about us, our organizational habits known as the ADEQ Way, our culture, and other positions we have open, visit us at [DEQ/careers](#)

Job Summary: Our **Surface Water Program Manager** is responsible for the oversight and tactical decision making over a unit dedicated to investigating surface water pollution, identifying pollution sources, identifying and implementing watershed, stream, and lake restoration projects. Further responsibilities include close coordination with funding, land management, and project implementation entities; evaluating and documenting employee performance, coaching staff and developing a corporate culture of continuous improvement and the ADEQ way.

This position champions continuous improvement projects within the unit and recommends and implements program or operational improvements; assists in the development of goals and strategies; develops policies and procedures related to planning; ensures the unit operations meet established time lines and objectives; provides guidance and interpretation of federal and state laws/regulations related to complex regulatory situations.

IDEAL CANDIDATE

Ideal candidate will have:

- Bachelor’s degree in hydrology; geology; civil/environmental/chemical engineering; environmental science/management; natural sciences or a closely related field
- 3-5 years of hydrology or surface water experience in a regulatory agency, consulting, or private industry
- 2 years of supervisory experience
- Knowledge of basic hydrogeology and engineering principles; watershed management principles; nonpoint source pollution and Total Maximum Daily Loads; general practice and operation at mines; applicable federal and state rules and laws related to Clean Water Act programs; principles of project management to include time management and organizational skills; basic office support software to include Excel, Word and PowerPoint
- Skills in effective interpersonal communication, both written and verbal, with a wide variety of individuals; interpreting state and federal statutes and rules; organization, planning, time management and project management; in critical thinking and data analysis

- Ability to determine root cause of identified problems; to prioritize multiple competing objectives and change direction of work groups based on interpretation of data; to champion change and drive a group towards technical excellence by providing effective guidance and setting challenging goals; to create and refine metrics that represent activities conducted by unit; to motivate and supervise technical and administrative staff, resolve conflict, and enhance employee engagement
- Experience leading continuous improvement exercises including LEAN, Six Sigma, or others

SALARY

Annual salary starts at \$68,000 and can increase based on education and years of experience.

RECRUITMENT DATES

First review of resumes will occur on 11/____/18. Recruitment will remain open until this position is filled.

BENEFITS

Among the many benefits of a career with the State of Arizona, there are:

- 10 paid holidays per year
- Accrual of sick and annual leave beginning at 12 and 13 days per year respectively for full-time employees
- A top-ranked [retirement program](#) with 100% employer matched contribution
- A [robust and affordable insurance](#) plan to include medical, dental, life, short-term and long-term disability
- An incentivized [commuter club](#) and public transportation [subsidy program](#)
- We promote the importance of work/life balance by offering workplace flexibility
- We offer a variety of learning and career development opportunities

Click APPLY to submit your resume

Arizona State Government is an AA/EEO/ADA Reasonable Accommodation Employer. Hired employees will be subject to E-Verify. Persons with a disability may request a reasonable accommodation such as a sign language interpreter or an alternative format by contacting Bob Rivera, RR6@azdeq.gov.

Requests should be made as early as possible to allow time to arrange the accommodation. Having trouble applying? Email HRIShelpdesk@azdoa.gov or call 602-542-4700 for assistance