



Classification: Senior Water Resource Control
Engineer
Position Number: 880-250-3844-070

DUTY STATEMENT

☐ CURRENT ☒ PROPOSED

RPA Number: 25-250-159	Classification Title: Senior Water Resource Control Engineer	Position Number: 880-250-3844-070
Incumbent Name: VACANT	Working Title: Cannabis Regulatory Unit Supervisor	Effective Date: TBD
Tenure: Permanent	Time Base: Full Time	CBID: S09
Division/Office: Division of Water Quality		Section/Unit: Cannabis Regulatory Unit
Supervisor's Name: Erica Kalve		Supervisor's Classification: Supervising Engineering Geologist

Human Resources Use Only:	
HR Analyst Approval: Kathleen Hill	Date: July 16, 2026

General Statement

Under the general direction of a Supervising Engineering Geologist and consistent with good customer service practices and the goals of the State and Regional Board's Strategic Plan, the incumbent is expected to be courteous and provide timely responses to internal/external customers, follow through on commitments, and to solicit and consider internal/external customer input when completing work assignments.

Position Description

The Senior Water Resource Control Engineer (Senior WRCE) serves as the Unit Supervisor of the Cannabis Regulatory Unit (CRU), providing strategic, technical, and managerial leadership for the statewide Cannabis Cultivation Waste Discharge Regulatory Program (Cannabis Regulatory Program). The Senior WRCE directs engineering, regulatory, technology, and interagency initiatives; ensures consistent statewide implementation of the Cannabis Policy and Cannabis Cultivation General Order; and guides the development of operational systems that support compliance, enforcement, and environmental protection.

The incumbent represents the State Water Resources control Boards (State Water Board) on statewide Cannabis Cultivation General Order enrollment and enforcement initiatives; oversees complex regulatory and engineering actions; leads innovation and technology modernization efforts; and coordinates with internal and external executives, partner agencies, tribes, law enforcement, regulatory



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stakeholders, and interested parties. The incumbent is expected to model strong customer service, ensure timely and accurate communication, and advance the goals of the State Water Board, the nine Regional Water Quality Control Boards (Regional Water Boards), and the State Water Boards' Strategic Plan. The Senior WRCE ensures that program decisions and recommendations reflect sound engineering judgment, environmental stewardship, and operational excellence.

Essential Functions (Including percentage of time):

25%	Lead statewide cannabis regulatory implementation, overseeing engineering, technical, and programmatic activities supporting the Cannabis Cultivation General Order and Cannabis Policy. Plan and execute long-range strategies, priorities, and performance measures for the CRU, work in alignment with the Executive Oversight Committee and State Water Board leadership. Direct complex, environmental and politically sensitive engineering evaluations related to discharges to land, cultivation site development, and high-risk watershed impacts. Assist in updating the Cannabis Cultivation Policy and Cannabis Cultivation General Order; develop strategic workplans, environmental justice initiatives, and program-wide planning tools. Conduct programmatic assessments and identify actions to implement the Racial Equity Resolution, Racial Equity Action Plan, Human Right to Water Resolution, and Climate Change Resolution in integrated water resource management. Provide technical support to the Office of Chief Counsel on petitions and policy interpretations.
15%	Serve as a statewide liaison with the Department of Cannabis Control (DCC), California Department of Fish and Wildlife (CDFW), Regional Water Boards, and other state and local partners. Provide executive briefing materials and represent the Cannabis Regulatory Program in statewide meetings, regulatory discussion, and policy development forums.
15%	Manage, mentor, and evaluate technical and engineering staff, including WRCEs, Engineering Geologists, Environmental Scientists, student assistants, and contractors. Delegate and track assignments, manage workflows, enforce deadlines, and ensure professional quality and regulatory defensibility of staff work. Lead recruitment planning, onboarding, employee development, and performance management to support a diverse and engaged workforce.
15%	Lead development and deployment of advanced regulatory technologies, including: CannaVision predictive models and the verification platform, Integration of CannaVision outputs into threat prioritization tools, GIS-based watershed risk identification methods, Streamlined inspection survey tools for iPad-based field data collection. Oversee program technology funding and manage contracts for cannabis-related information technology systems and data modernization efforts.



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10%	Review and approve complex engineering analyses, enforcement referrals, sensitive regulatory actions, and technical materials associated with cannabis-related discharges, industrial wastewater disposal, road construction, and site development. Provide authoritative engineering recommendations to the Executive Oversight Committee, and Regional Water Board leadership.
10%	Conduct equitable community and Tribal outreach and engagement, establish and maintain partnerships, and foster open communication for voices from historically underserved communities. Represent the State Water Boards in public meetings, training sessions, conferences, outreach events, and interagency briefings. Communicate regulatory requirements, technical standards, and program expectations to cultivators, consultants, enforcement partners, environmental organizations, and tribal governments.

Marginal Functions (Including percentage of time):

5%	Analyze proposed legislation and respond to Public Records Act requests involving sensitive cannabis regulatory information.
5%	Perform other duties as required.

Typical Physical Conditions/Demands:

The duties described above may involve toxic and hazardous materials; proper care and maintenance of personal health and safety equipment; completion of training required to perform work assignments safely; and performing only those duties for which proper training, equipment, medical approval, and authorization have been granted. This position requires travel to remote locations and may involve traversing in mountainous areas in all weather conditions more than eight hours per day.

Typical Working Conditions:

The incumbent works on the 15th floor of a high-rise office building in downtown Sacramento, in an enclosed, non-windowed office cubicle. The work schedule is Monday through Friday and telework options subject to the statewide requirements. Travel may be required locally and within the state.

Supervisor Statement

I certify this duty statement represents an accurate description of the essential functions of this position. I have discussed the duties of this position with the employee and provided the employee with a copy of this duty statement.

Supervisor Name	Supervisor Signature	Date



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Employee Name	Employee Signature	Date