CALIFORNIA Water Boards

Classification: Senior Water Resource Control Engineer
Position Number: 880-190-3844-004

DUTY STATEMENT

☐ **CURRENT** ☒ **PROPOSED**

RPA Number: 26-190-034	**Classification Title:** Senior Water Resource Control Engineer	**Position Number:** 880-190-3844-004
Incumbent Name: Vacant	**Working Title:** Senior Water Resource Control Engineer (Supervisory)	**Effective Date:** TBD
Tenure: Permanent	**Time Base:** Full Time	**CBID:** S09
Division/Office: San Diego Regional Water Quality Control Board – Region 9	**Section/Unit:** Surface Water Protection Branch / Source Control Regulation Unit	
Supervisor's Name: Eric Becker	**Supervisor's Classification:** Supervising Water Resource Control Engineer	

Human Resources Use Only:	
HR Analyst Approval:	**Date:** 11/18/2026

General Statement

Under the general direction of Supervising Water Resource Control Engineer and consistent with good customer service practices and the goals of the State and Regional Board's Strategic Plan, the Senior Water Resource Control Engineer 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

As the supervisor of the Source Control Regulation Unit, the Senior Water Resource Control Engineer (Supervisory) (Senior WRCE) is responsible for planning, organizing, and directing the activities of a unit of multidisciplinary San Diego Water Board technical staff. The Source Control Regulation Unit is charged with administering and enforcing programs pertaining to the regulation of wastewater and stormwater discharges under National Pollutant Discharge Elimination System (NPDES) permits.

Essential Functions (Including percentage of time):	
35%	Responsible for the direct supervision, development, and training of staff. Plan, organize, prioritize, and direct the activities of a unit of multidisciplinary San Diego Water Board technical staff, charged with administering programs pertaining to the regulation of wastewater and stormwater discharges under NPDES permits and nonpoint source discharges under waste discharge requirements and waivers. Provide technical and procedural direction. Evaluate employee performance and prepare timely annual Performance Assessments Summary report for all unit staff. Provide employee recognition or initiate preventative, corrective or disciplinary action as appropriate and in accordance with State policies. Prepare and oversee implementation of individual development plans (IDPs) for unit staff requesting IDPs. Work to expand employee and organizational skills to efficiently provide consistently high-quality work products and customer service and ensure employees comply with agency workplace policies. Develop and achieve program goals and commitments. Act in responsible charge of engineering work involved in the review of engineering reports. Coordinate various mission-related activities within the unit and with other units of the San Diego Water Board. Ensure written work projects are timely, complete, well written, technically sound and meet the Surface Water Protection Branch expectations and Writing Style Guide. Oversee preparation of San Diego Water Board meeting agenda items and presentations. Ensure staff presentations are logical, accurate, and clear. Ensure staff follow the agency's health and safety procedures and participate in health and safety training programs. Ensure staff is following San Diego Water Board general expectations and the Surface Water Protection Branch employee expectations.
25%	Develop and implement NPDES program work plans. Ensure permit issuances and amendments are timely and appropriate, database systems are updated as appropriate, and project documents are indexed in the Electronic Content Management system and California Integrated Water Quality System (CIWQS) for storage and retrieval. Participate in budget preparation and control activities, track expenditures, prepare program status and progress reports, and review and comment on guidance, program, and proposed legislation documents. Attend and contribute to program manager meetings and statewide roundtables. Participate in and lead interbranch multidisciplinary work groups on practical vision projects and other projects. Be accountable to the Surface Water Branch's Supervising Water Resource Control Engineer for program aspects including, but not limited to, the NPDES Program (including Mandatory Minimum Penalties, annual fees, and monitoring), Electronic Content Management, implementation of Total Maximum Daily Loads (TMDLs) (as appropriate), and identification of NPDES sources contributing to Clean Water Act Section 303(d) Impaired.
20%	Serve as a staff expert in engineering matters and principles pertaining to the interpretation and implementation of state and federal water quality control laws, regulations and policies, relating to investigation and control of water pollution from point and nonpoint sources. Serve as staff expert on the regulatory framework of the NPDES wastewater and stormwater

	program; technical considerations in developing NPDES permits; waste discharge requirements, and waivers; capabilities of technologies, best management practices to control process wastewater and stormwater; and the effects of these discharges on the water quality, habitat and ecology of receiving watershed environments. Provide direction to staff on technical considerations for developing NPDES permits, waste discharge requirements, conducting inspections, determining regulatory compliance, and carrying out enforcement actions. Provide support to staff on technical evaluations of treatment technologies and best management practices to control wastes, and science-based assessments of impacts to surface waters. Provide thorough technical review of unit work products. Provide technical oversight into the implementation of applicable programs and State and federal regulations.
15%	Participate and communicate effectively in teleconference, audiovisual, and face-to face meetings with technical consultants, dischargers, attorneys, governmental agencies, news media, and the public in the San Diego Water Board office and other locations. Meetings may involve overnight travel. Act as interagency liaison to local, State, and federal agencies on border water quality issues. Use professional engineering knowledge and judgment to clarify and interpret San Diego Water Board policy and objectives to unit staff, San Diego Water Board staff, San Diego Water Board Members, elected officials and other decision makers, governmental agency representatives, dischargers, nongovernmental organizations, and the public. Represent the San Diego Water Board before other boards, agencies, and groups in a professional manner. Prepare and assist staff with preparing and delivering logical, comprehensible, and convincing written and oral presentations at public hearings and other meetings of the San Diego Water Board, State Water Board, and other local, State, and federal agencies. Answer a variety of inquiries in informal face-to face meetings in the San Diego Water Board office during drop-in visits by the public and regulated community.
Marginal Functions (Including percentage of time):	
5%	Perform other duties as required.
Typical Physical Conditions/Demands:	
The job requires extensive use of a personal computer and the ability to sit/stand at desk, use a phone and a keyboard for extended periods of time. Ability to retrieve and/or move files, documents, or materials of up to 15 pounds. The job requires field inspections and tours and the ability to navigate uneven, rugged terrain for extended periods of time in extreme temperatures throughout the workday. The job also requires the ability to transport field equipment.	
Typical Working Conditions:	
The incumbent works on the 2nd floor of an office building in the Mission Valley area of San Diego in an enclosed office cubicle, in a smoke-free environment. The work schedule is Monday through Friday. Alternate work schedules and telework may be available following a probationary period based on the operational needs of the San Diego Water Board. In-person attendance is required at the San Diego Water Board office. Local and statewide travel may be required.	

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 a copy of this duty statement.		
Supervisor Name	Supervisor Signature	Date
Employee Name	Employee Signature	Date