

HUMAN RESOURCES MANAGER

LEADING PEOPLE,
SAFETY, AND RISK
MANAGEMENT



\$166,795 - \$236,313
FALLBROOK, CA/HYBRID REMOTE
OPEN UNTIL FILLED

RAINBOWMWD.CA.GOV



Make a Difference at an Agile Agency

Rainbow Water is a 59-person agency with three bargaining units, an elected Board, and no layers between the Human Resources Manager and the General Manager. At Rainbow Water, we move fast and fix things, and the person who proposes a program is the person who builds it and sees it work.

Culture at Rainbow Water is owned by the General Manager and the entire leadership team, and the Human Resources Manager equips them to drive it. You will set the direction for people, safety, and risk across the whole District. Here is what you will own:

- **Culture and engagement.** Employee surveys, stay interviews, recognition programs, and the response plans that turn feedback into change.
- **Talent management.** Employment branding, recruitment and selection, performance management, career pathways, succession planning, and training.
- **Employee and labor relations.** Support for MOUs, grievance and disciplinary procedures, investigations, accommodations, and labor negotiations.
- **Safety, risk, and emergency support.** Safety and emergency preparedness through the Risk Management Officer, plus claims, insurance, and risk transfer.
- **Compensation, benefits, and HR technology.** Hands-on comp analysis, benefits administration, open enrollment, and an HRIS stack aligned with how the District works.



Why Join Rainbow Water

Our Mission

To help our community grow and thrive by delivering exceptional and cost-effective water and wastewater services.

Our Vision

To cultivate customer confidence and community trust through responsive, efficient, and fiscally sustainable service.



Rainbow Water has been named a **San Diego Union-Tribune Top Workplace** for five consecutive years, based on what our employees say about working here. In 2026, Energage, which conducts our annual employee survey, recognized the District with six Culture of Excellence Awards. Each one reflects something the Human Resources Manager will steward and build on.

Purpose & Values: Our mission and vision are not trite slogans. People thrive at Rainbow Water because they are proud to serve the community, and that pride runs through everything we do. Our five core values of Integrity, Professionalism, Responsibility, Teamwork, and Innovation form the basis of our employee recognition program and performance management systems, shaping what gets recognized and rewarded. Our work matters here, and so will the person in this role.

Innovation: As one of our five core values, we practice innovation at every level. Rainbow Water completed a historic change in wholesale water providers to protect customers from unsustainable rate increases. Our heli-hydrant, the first in San Diego County in partnership with CAL FIRE and North County Fire, has since helped stop two wildfires. The same mindset shapes how we hire and lead, through novel practices such as Reverse Interviews, where candidates meet the team and get a realistic picture of what to expect from the job.

Employee Appreciation: For the past decade, we have built a culture of appreciation through the Excellence Coin program, a peer-to-peer recognition initiative grounded in our core values, and through shout-outs at every monthly all-hands meeting for the everyday things we do for one another.

Work-Life Flexibility: We work hard and play hard. Employees enjoy a 9/80 schedule, and this position is eligible for a hybrid remote schedule and six weeks of paid time off per year to start, because you should work to live, not live to work.

Professional Development: Tuition reimbursement, student loan repayment, and annual training and conference budgets are already in place. This role will take them further by systematizing development through individual development plans and full implementation of the learning management system.

Compensation & Benefits: At a small agency, many roles, including this one, are single-incumbent positions. Everyone is relying on you, and we ask a lot. In return, we offer above-market compensation and benefits that let us recruit and retain the best talent for every role, because every role here is crucial.

The Ideal Candidate

Big Picture Leader, Hands-On Operator

You shape strategy as a member of the leadership team, and you execute it. There is a small team beside you, but you are the coach and the captain. You design the program, build it, train the people who use it, and get it across the finish line.

Education and Certifications

- A bachelor's degree in human resources, business, or public administration; a master's degree or IPMA-SCP certification is a plus
- California public-sector labor relations training is strongly preferred

Experience

- Five years of progressively responsible professional Human Resources management experience
- California public agency and/or water utility experience is a plus

You'll Thrive Here if:

- You bring an entrepreneurial spirit and private-sector urgency to public-sector work and are comfortable building something from nothing.
- You do culture work with a full set of listening and continuous-improvement tools: surveys, stay interviews, and consistent follow-ups.
- You have built career pathways, on-the-job training, succession plans, individual development plans, and cross-training programs that stick.
- You handle the hard conversations. Investigations, discipline, accommodations, and bargaining-unit issues land on your desk, and people trust how you handle them.
- You are comfortable in front of the Board and the General Manager with a recommendation and the analysis behind it, and you can explain a compensation study to a field crew just as clearly.
- You deliver unparalleled service: help managers hire the best, then keep their teams engaged throughout the employee experience lifecycle.
- You bring a full toolbox of HR technical skills: job, compensation, and financial analysis; HRIS configuration; evaluating new technology; and helping the District adapt to how AI is changing the work.

This job may not be for you if:

- You prefer to set direction and hand the execution to a team. Here, you will be directly involved in hands-on daily HR operations.
- You need a big budget, a consultant for every project, or a long runway before results are expected. At Rainbow Water, we move fast and fix things often on a bootstrap budget.



Early Priorities

The Human Resources Manager's goals are drawn directly from the District's 2026–2030 Strategic Plan. Each Strategic Focus Area below has specific, measurable objectives you will own or support in your first year, with the executive backing to deliver them.

Exceptional People

- Build a structured on-the-job training program for Construction, with clear learning objectives and uniform readiness assessments, working with the Construction team and Safety Officer.
- Redesign the annual performance review program to align with the updated Strategic Plan and launch it for the next review cycle.
- Establish career-pathway frameworks tied to succession planning, develop Individual Development Plans, and align training with career interests and future staffing needs.
- Update the employee handbook and employment policies to reflect newly adopted MOUs and legislation.

Purposeful Technology

- Pair the LMS with new tools such as video how-to guides, and partner with IT to bring AI into HR work responsibly to streamline workloads and free people to make decisions only people can make.
- Support a new timekeeping system go-live, including meet-and-confer impacts and staff training, while maintaining FLSA and MOU compliance.
- Build in-house courses in the learning management system for onboarding, benefits enrollment, and core HR training, and socialize the system to make it the source of truth for all new training records.

Trusted Leadership

Keep employee engagement and Net Promoter Score high. Apply engagement initiatives, survey analysis, and stay interviews, and implement response plans that show employees their feedback makes a difference.

Enterprise Resilience

Equip and support the District's risk management staff to complete a comprehensive EAP evaluation, and run a full-scale EOC exercise with cross-departmental participation.

Sustainable Finances

Get ahead of changes in benefit costs. Analyze trends and brief the General Manager and the Board before open enrollment, so decisions can be made with time to spare.



Compensation & Benefits

The annual salary range is **\$166,795 – \$236,313**, and the final offer will reflect the selected candidate's qualifications. This position is eligible for annual cost-of-living increases each July and merit increases each January after the first year, providing steady, performance-based growth within the District's compensation structure.

Benefits Designed to Meet You Where You Are

No matter who you are or what stage of life you are in, you are welcome here. We endeavor to support all of our team members to thrive at work and at home, so our full-time employee benefits include not only medical care, but a variety of mental health resources, fertility benefits, same-sex family-building options, adoption assistance, gender-affirming care, tuition assistance and student loan repayments, and generous retirement plans.

- **Flexible Scheduling:** Enjoy a hybrid/partially remote schedule after onboarding, and a 9/80 schedule with alternating Fridays off.
- **Medical Insurance:** Five health plans to choose from, including one free for family coverage.
- **Cash-in-Lieu of Benefits:** Exempt employees who choose not to enroll in medical coverage receive a stipend of \$600 per month.
- **Vision and Dental Care: 100% for employees and dependents.**
- **Life, AD&D, Short-Term, and Long-Term Disability Insurance:** 100% District-paid for employees.
- **CalPERS (Public Employees Retirement System):** 2.5% at 55 for Classic Members and 2% at 62 for New Members – employee contributions required.
- **457 Deferred Compensation Matching:** A tax-deferred retirement savings plan with the District matching up to \$150 of employee contributions to the plan per pay period.
- **Education Assistance, including Student Loan Repayments:** The District reimburses exempt employees 80% of approved education costs up to \$5,250 per year, and offers 100% reimbursement after 3 years.
- **Computer Purchase Program:** The District offers interest-free loans to help employees purchase computer equipment.
- **Flexible Scheduling:** Enjoy a hybrid/partially remote schedule after onboarding, and a 9/80 schedule with alternating Fridays off.
- **Generous Paid Time Off (PTO):** Six weeks of PTO to start, and an option to cash out unused PTO once per year.
- **Paid Holidays:** The District offers 12 paid holidays per year.



Application & Recruitment Process

Are You Ready to Make Your Mark?

If you want your HR work to shape a whole organization rather than one slice of it, Rainbow Water is the place to do it. Applications for Human Resources Manager will be reviewed as received, and the first round of interviews will be scheduled for late October.

How to Apply Online

Please submit your application, resume, and cover letter directly through the [Governmentjobs.com](https://governmentjobs.com) portal. Resumes may be attached, but are not accepted in place of the online application.

To be considered for this position, apply on governmentjobs.com or scan the QR code.

All applications will be reviewed, and those whose qualifications best match the position requirements will be contacted to participate in the selection process. Our selection process may include supplemental questionnaires, computer-based assessments, one or more panel interviews, a presentation, or the submittal of previous work products.



Candidates not selected will be notified via email. All offers of employment are contingent upon passing pre-employment background checks, including verification of education, licensure, and previous employment; criminal convictions; and a drug screen.

Equal Employment and Reasonable Accommodations Employer

Rainbow Municipal Water District is an Equal Opportunity Employer. Qualified applicants who need a reasonable accommodation to participate in the application or selection process should contact Human Resources to request assistance at recruitment@rainbowmwd.com





Accolades

We are a small agency with a big impact, and our team has been recognized for awards across a variety of industry organizations. We strive for innovation and deliver results that catapult us forward as leaders in our fields. Recent industry awards and honors include:

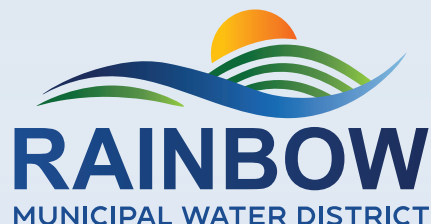
- San Diego Union-Tribune Top Workplace, five consecutive years from 2020 to 2025
- Culture of Excellence Awards in six recognized areas, Energage Top Workplaces 2026
- District Transparency Certificate of Excellence, Special District Leadership Foundation, June 2026 - September 2029
- Excellence in Public Communication Award of Distinction, California Association of Public Information Officials, 2026
- Project of the Year, APWA San Diego and Imperial Counties, 2025
- Distinguished Budget Presentation Award, Government Financial Officers Association, nine consecutive years from 2016 to 2025
- Healthy Work Culture Silver Award, American Heart Association Workforce Well-Being Works Better™ Scorecard, 2024

Stay Connected

Be the first to know when new career opportunities open at Rainbow Water when you subscribe to the job posting notifications.



SCAN TO
SUBSCRIBE TO
JOB POSTINGS



3707 OLD HIGHWAY 395, FALLBROOK, CA 92028
760.728.1178 | RAINBOWMWD.CA.GOV