



**NORTHWEST FLORIDA WATER MANAGEMENT DISTRICT
JOB OPPORTUNITY ANNOUNCEMENT
Affirmative Action/Equal Opportunity Employer/Drug-Free Workplace**

JOA #: 25-15 **Position #:** 531004 **Posting Date:** 4/23/2025 **Application Deadline:** 4/30/2025
Position Title: Chief, Bureau of Performance and Compliance **Starting Salary:** \$92,705.60
Job Location: Headquarters - Midway, FL *Located 10 miles west of Tallahassee on Hwy. 90*

Minimum Qualifications:

Graduation from an accredited college or university with a Master's degree in planning, public administration, environmental science, engineering or hydrology, and two years of progressively responsible experience in the coordination or management of land use, environmental or water resources programs; or a Bachelor's degree in the previously identified areas and eight years of experience in the areas identified above. Professional or non-professional experience as described above can substitute on a year for year basis for the preferred college education.

Special Abilities:

- Comprehensive knowledge of regulatory administration, surface and groundwater hydrology, hydraulics, environmental resource permitting, consumptive use permitting, water quality, well construction, and compliance enforcement tools and databases.
- Familiarity with northwest Florida's water resources.
- Proven ability to plan, assign, and supervise staff to deliver high-quality work in a timely manner.
- Strong administrative skills to manage personnel, budgets, and performance metrics.
- Excellent organizational, writing, and presentation skills for engaging with diverse stakeholders, including local and state agencies, the public, and the Governing Board.
- Ability to foster cooperative relationships with internal and external partners.
- Proficiency in contract and project management, spreadsheets, and database systems.
- Experience in developing and administering grant programs.

Description of Position:

This is an advanced professional position responsible for leading the Bureau of Performance and Compliance within the Division of Regulatory Services. The role involves overseeing performance improvement, ensuring regulatory compliance, managing key metrics for reporting to management, the Florida Department of Environmental Protection (FDEP), and the Executive Office of the Governor (EOG), and supervising professional and administrative staff.

- Serves as the Bureau Chief for Performance and Compliance for all regulatory programs within the Northwest Florida Water Management District.
- Provides strategic recommendations to the Division Director to enhance customer service, improve performance metrics, and ensure regulatory compliance. Leads the implementation of performance improvement initiatives across regulatory programs.

How to apply: Submit a Northwest Florida Water Management District Application and resume to: human.resources@nfwwater.com ; or fax to 850.539.2777; or mail to 81 Water Management Drive, Havana, FL 32333

NOTICE TO APPLICANT: We hire only U.S. citizens and lawfully authorized alien workers. If you need an accommodation in order to participate in the application/selection process, please notify the Office of Human Resources at (850) 539-5999 in advance.

A separate application must be submitted for each Job Opportunity Announcement indicating the position number and title for which you are applying. Applications must be received in the Office of Human Resources by 5:00 p.m. of the deadline date in order to be eligible for consideration. Preference will be given to certain veterans and others related in accordance with Chapter 295, Florida Statutes, Veterans Preference Law. Applicant must provide the required proof of preference at the time of submitting an application for a vacant position. Males between the ages of 18 and 26 are required to provide proof of Selective Service Registration prior to employment or promotion.



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- Oversees and conducts all aspects of rulemaking for District rules, ensuring compliance with statutory requirements across all Divisions, maintains accurate and comprehensive rule records, and prepares the annual regulatory plan.
- Acts as the regulatory emergency contact for permits under construction and dam safety.
- Independently promotes permittee compliance through education, technical assistance, and resolution of non-compliance issues in accordance with Chapters 120, 373, and 403, F.S.; and Chapters 40A-1, 40A-2, 40A-3, 40A-6, 40A-21, 40A-44, and 62-330, F.A.C.
- Develops and implements remedial actions for non-compliance across all regulatory programs, utilizing bureau resources with minimal reliance on permit processing staff to include enforcement actions if necessary.
- Manages regulatory databases and coordinates with the Resource Management Division to ensure accurate submission of compliance data, including pumpage, hydrologic, water quality, and public supply utilities reports and completion of pumpage audits.
- Assists the District in developing and administering grant programs to support community priorities aligned with the District's statutory and strategic objectives.
- Assists the District with application processes, contract development, project management, and implementation of grant-funded initiatives.
- Conducts legislative analyses as requested and provides insights to inform District strategies.
- Supervises field inspectors and compliance and enforcement staff and ensures compliance and enforcement projects are being addressed efficiently.
- Prepares and delivers presentations to the public, government agencies, and the District's Governing Board.
- Promotes teamwork across programs, bureaus, and divisions to deliver superior customer service to Florida's citizens.
- Conducts other duties as assigned.

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