

DELTA MOSQUITO & VECTOR CONTROL DISTRICT

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General Manager

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JOB ANNOUNCEMENT: OPERATIONS PROGRAM MANAGER

FILING PERIOD: Open until filled.

SALARY RANGE: \$95,972 - \$119,974 (5-step scale), negotiable.

BENEFITS:

The District offers a comprehensive benefits package, including CalPERS retirement and medical coverage, Delta Dental, and VSP Vision insurance. Long and short-term disability benefits are also provided, along with generous administrative leave, vacation, and sick leave to support a healthy work-life balance.

STATUS: Full-time, probationary, FLSA Exempt position.

POSITION

Under the general direction of the General Manager, the Operations Program Manager (OPM) is responsible for managing the day-to-day operations of the Delta Mosquito and Vector Control District. This position includes planning, supervising, and coordinating all vector control inspection and control activities. The OPM also enforces District policies and safety standards, maintains operational records, and oversees pesticide application and environmental control measures. The OPM works collaboratively with other departments to ensure the District's service excellence and may represent the District in public forums.

IDEAL CANDIDATE

Educational Background:

- Bachelor's degree in public health, biology, or a related field, or five years of relevant vector control experience, with supervisory experience of at least three years.

Skills/Knowledge/Experience in:

- **Vector control operations, including mosquito and invasive Aedes control.**
- **Field and personnel management, including recruitment, training, and supervision.**
- **Strategic planning and project management, with experience developing and implementing long-term strategies that adapt to changing conditions.**
- **Use of GIS and analytical technologies to guide operational decision-making and enhance vector control strategies.**
- **Monitoring and evaluating the effectiveness of field applications, including pesticide dosage and application rate calculations.**
- **Coordinating cross-functional efforts for source reduction and vector control, involving environmental assessment and mitigation.**
- **Developing and maintaining operational protocols, training materials, and safety standards.**

Other Qualifications:

- **Valid California Driver's License.**
- **California Department of Public Health (CDPH) certification in Mosquito Control, Terrestrial Invertebrate Vector Control, and Vertebrate Vector Control (required within 18 months of hire).**

The full job description is attached.

APPLY

To obtain an application, visit www.deltamvcd.gov and click on Employment. Submit your application, CV, and transcripts to creis@deltamvcd.gov.

SELECTION

Applicants will be selected for interviews based on their qualifications as compared to the job description.

DELTA MOSQUITO AND VECTOR CONTROL DISTRICT

OPERATIONS PROGRAM MANAGER

Position Characteristics:

The **Operations Program Manager (OPM)** is a key leadership position within the District, responsible for managing daily operations under the direction of the General Manager. The OPM plays a crucial role in planning, organizing, and executing District programs, including the supervision and coordination of all vector control inspection and control activities.

Representative Duties:

As a vital member of the Safety Committee, the OPM ensures compliance with all District policies, programs, and safety standards, fostering a culture of accountability and excellence. The OPM is also responsible for maintaining team morale, enforcing discipline, and managing personnel matters, including, when necessary, employee terminations in accordance with established procedures and with the approval of the General Manager.

In addition to operational duties, the OPM may represent the District at public forums, particularly in matters related to operations. The OPM assists in the review and development of District policies, budget preparation, and the drafting of reports on District affairs. Regular consultation with Management is expected regarding the District's vector control program.

The OPM oversees all aspects of the District's operations, including rural and urban larval mosquito control, adult mosquito control, and invasive Aedes control, working closely with subordinate supervisors to ensure coordinated implementation of these programs. The OPM collaborates with the Scientific Program Manager to ensure effective execution of joint programs and shared responsibilities across departments.

Additional responsibilities include managing service requests, overseeing pesticide use, equipment safety, inventory management, and field operations, while ensuring accurate operational record-keeping. The OPM assists with recruiting, training, evaluating, and disciplining personnel, ensuring that District policies are well-understood and enforced throughout the team.

The OPM monitors the efficacy of field pesticide applications, investigates vector resistance, and recommends necessary adjustments. This includes calculating pesticide dosages and application rates based on vector species, season, environmental conditions, and available equipment.

The role also involves leading efforts to reduce or eliminate environmental and cultural factors favorable to vector production, with a focus on sustainable, long-term solutions. The OPM provides field training, develops training materials, and ensures staff are well-equipped with the skills necessary to perform their duties effectively.

Maintaining a thorough understanding of operational zones and key problem areas within the District, the OPM analyzes situations to determine safe and efficient courses of action while modeling strong leadership and decision-making. The OPM works in close partnership with Management to ensure seamless integration of all District programs and activities, upholding the highest standard of service to the public.

The OPM interviews and recommends candidates for operations positions, communicates regularly with staff on progress toward defined goals, provides specific feedback, and initiates corrective action as needed. Additionally, the OPM maintains and develops manuals, policies, and procedures, establishes work standards for staff, and enforces them as necessary.

The OPM represents the District at committee or workgroup meetings, reporting to the District Manager on issues of concern, and generates reports and presentations for the Board of Trustees and other bodies as requested. The OPM represents the District before the public, including at community events and public meetings. The OPM may also be asked to communicate with the media on behalf of the District. Travel within and outside the District may be required.

Minimum Qualifications:

Bachelor's degree (B.S.) from a four-year college or university, preferably in public health, biology, or a related field; or at least five years of related experience in vector control; and at least three years of supervisory experience; or an equivalent combination of education and experience.

The candidate must have the ability to read, analyze, and interpret scientific and technical journals, professional publications, technical procedures, and governmental regulations. Strong written communication skills are essential for drafting reports, correspondence, and procedure manuals. The candidate must also be able to respond effectively to inquiries or complaints from the public, regulatory agencies, and professional organizations, and present information clearly to management, public groups, and the Board of Directors.

A solid understanding of mathematical concepts, including rates, ratios, percentages, area, and volume, is necessary. The candidate should be able to apply modern algebra and statistical principles to practical situations. Additionally, the ability to think logically and scientifically, handle complex abstract and concrete variables, and interpret nonverbal symbolism, such as formulas, equations, and graphs, is required.

A **valid California driver's license** with a good driving record and insurability under the District's insurance provider is mandatory. Certification by the State of California in Mosquito Control, Terrestrial Invertebrate Vector Control, and Vertebrate Vector Control is also required, with an 18-month allowance to obtain certification if not already held.

Experience with **Geographic Information Systems (GIS)** and related systems, ideally within the context of a vector control program, is highly desirable. The ability to use statistical and spatial data to guide operational decision-making is essential. Additionally, candidates with project management experience and the ability to develop and implement long-term and adaptive strategies for vector control in response to evolving environmental conditions are preferred.

Physical Demands:

This position requires various physical activities, performed for different amounts of time:

- **Standing:** Up to 1/3 of the time
- **Walking:** 1/3 to 2/3 of the time
- **Sitting:** Over 2/3 of the time
- **Using hands to finger, feel, or handle objects:** Over 2/3 of the time
- **Reaching with hands and arms:** Over 2/3 of the time
- **Climbing or balancing:** Up to 1/3 of the time
- **Stooping, kneeling, crouching, or crawling:** 1/3 to 2/3 of the time
- **Talking or hearing:** Over 2/3 of the time
- **Tasting or smelling:** Up to 1/3 of the time

Lifting and Force Exertion Requirements:

- **Up to 10 pounds:** Over 2/3 of the time
- **Up to 25 pounds:** 1/3 to 2/3 of the time
- **Up to 50 pounds:** Up to 1/3 of the time
- **Up to 100 pounds:** Rarely
- **Over 100 pounds:** Rarely

Vision Requirements:

- **Close vision (clear vision at 20 inches or less):** Necessary for identifying species and larval development stages.
- **Distance vision (clear vision at 20 feet or more):** Required for environmental evaluation, vector source control, and ensuring safety.
- **Peripheral vision:** Critical for environmental evaluation, vector source control, and situational awareness for safety.
- **Depth perception:** Necessary for judging distances and spatial relationships, particularly in environmental evaluation and vector source control.

Work Environment:

This position involves working in various environments, with exposure to the following for different durations of time:

- **Wet or humid conditions:** 1/3 to 2/3 of the time
- **Work near moving mechanical parts:** Up to 1/3 of the time
- **Outdoor weather conditions:** Over 2/3 of the time
- **Exposure to fumes or airborne particles:** Up to 1/3 of the time
- **Exposure to toxic or caustic chemicals:** Up to 1/3 of the time
- **Extreme heat:** Up to 1/3 of the time

The noise level is typically moderate, consistent with an office environment (e.g., computers, printers, light traffic). Occasionally, it may be consistent with the noise levels found in an automotive repair shop.