

NOW ACCEPTING APPLICATIONS FOR:



District Manager

\$170,000 - \$190,000 Annually DOE

A person wearing a cap, sunglasses, and a dark jacket is standing in a grassy field next to a small pond. They are holding a long-handled tool and a small yellow container. The background shows a blue sky with clouds and distant hills.

THE POSITION

Are you a dynamic leader with a knack for steering local government departments toward success? Do you have a passion for safeguarding public health through innovative pest management strategies? Does the prospect of invigorating an organization through collaborative team building leave you eager to make an impact? If your answer is a resounding “yes,” then the Solano County Mosquito Abatement District (SCMAD) is thrilled to invite you to become their next visionary District Manager!

As the District Manager, you'll take the helm of SCMAD's operations, infusing strategic direction and overseeing day-to-day activities with a fresh perspective. Reporting directly to an engaged Board of Trustees, you'll serve as the executive officer and trusted advisor, championing the District's mission. Your role will be pivotal in planning, organizing, and directing operations while representing the District in the community, media, and with other agencies. This position requires a blend of technical expertise in vector biology and ecology, along with innovative management skills to implement effective control measures. Join us in making a tangible difference in public health and safety—apply today and lead SCMAD into an exciting future!

THE ORGANIZATION

The Solano County Mosquito Abatement District (SCMAD) is a special district founded in 1930 in order to control the pestiferous *Aedes* mosquitoes that were being produced in the 184 square mile Suisun Marsh. It was formed according to guidelines set forth by the Mosquito Abatement Act of 1915 and the California Health and Safety Code.

Currently, the SCMAD covers 909 square miles. Within this area SCMAD contends with an extremely diverse range of aquatic habitats and temperature regimes. There are 24 species of mosquitoes known to be found within the SCMAD boundaries; 15 of

which are important either as disease vectors (i.e., capable of transmitting disease) or pests.

The function of the SCMAD is to control all mosquitoes that may bring disease or harassment to humans and domestic animals. At the SCMAD, we accomplish this by evaluating and selecting the most effective and economical management techniques that result in the least possible damage to non-target organisms or to the environment.

The SCMAD deploys a variety of preventive management techniques to control mosquitoes, including natural, physical, and chemical control measures. We also emphasize preventive measures, principally natural and physical control methods; however, chemical control is also integrated with other measures when necessary. The SCMAD has 10 full time employees consisting of the General Manager, Biologist, Supervisor, Administrative Assistant, and 6 Control Technicians.

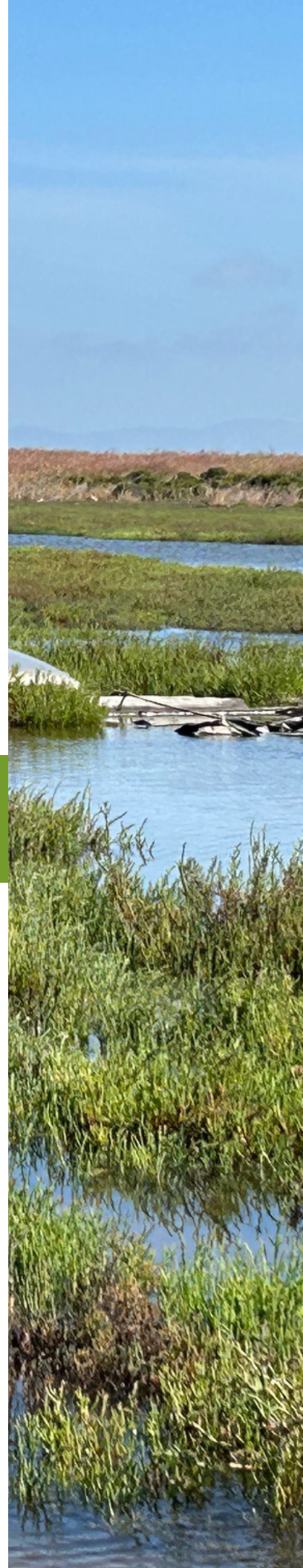
QUALIFICATIONS

Any combination of experience and education that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required knowledge, skills, and abilities would be:

Experience: Minimum 5 (five) years of experience in vector control field or related field, and two (2) or more years of responsible supervisory work.

Education: College level course work in business, entomology, biology, or agriculture. Considerable experience in vector control or related field may be in lieu of education requirements. A Bachelor's is desirable.

Certification: Possession of valid certificates from the California Department of Public Health's certified technician in Mosquito and Vector Control categories A, B, C, and D, or must obtain within 12 months of employment and must be maintained throughout employment for this position.



COMPETENCIES

Adaptability and Flexibility – Responds effectively to multiple demands, ambiguity, shifting of priorities, emerging situations, and rapid change.

Analytical Thinking – Identifies and defines problems, extracts key information from data and develops workable solutions for the problems identified.

Collaboration - Fosters staff and stakeholder communication and dialogue; identifies opportunities to building consensus for options, decisions, and outcomes.

Communication - Exchanges information with constituents using oral, written, and interpersonal communication skills including digital media.

Initiative – Identifies and takes action to address problems and opportunities.

Interpersonal Relations and Skills – Builds and maintains positive and constructive internal and external relationships.

Judgment/Decision Making - Makes decisions based on careful thought, taking agency goals and objectives into account as well as input from others

Leadership – Inspires others toward a common vision and fosters trust and ethics.

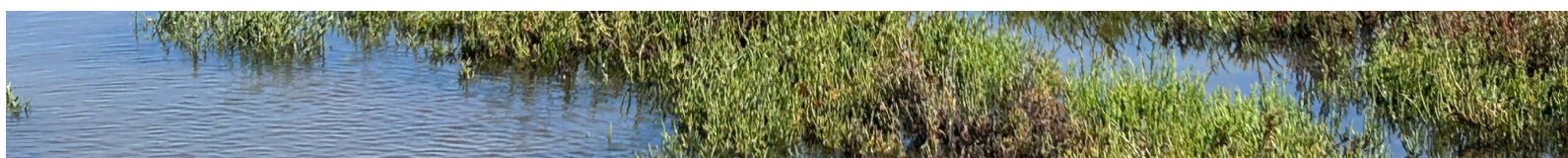
Professional and Technical Expertise - Applies technical subject matter to the job.

Problem Solving – Sees and is able to define problems and implement solutions.

Results Orientation and Execution - Anticipates and identifies overriding organizational factors which influence or constrain direction, decision-making, and organizational priorities.

Safety and Risk Management - Takes action to evaluate and minimize risks and maximize safety for the agency and its employees.

Time Management and Organization – Manages and prioritizes both everyday responsibilities and high-level, longer-term objectives.



THE IDEAL CANDIDATE

- Be a hands-on and dynamic working leader who is driven with a strong commitment to timely service delivery, accountability, integrity, and transparency.
- Excel at planning, supervising, and directing the programs, projects, and operational activities of the district.
- Experience with municipal budgetary planning, administration, municipal financial management, personnel management, contract management, and resources planning of organizational resources.
- Be a team-oriented, compassionate leader committed to employee empowerment, problem solving, and customer service.
- Demonstrated experience with governmental organization governance, Brown Act, and intergovernmental relations.
- Have an understanding of entomology, agriculture, and other scientific technical fields contributing to the development of effective vector control programs.
- Communicate with others in a clear, courteous, and professional manner both orally and in written form.
- Interact tactfully, effectively, courteously, and establish and maintain effective working relationships with City officials, State officials, District employees, officials of other government jurisdictions, and the general public.
- Have working knowledge of applicable software and office methods, procedures, and equipment including the Microsoft programs (Excel, Word, and Outlook)

SALARY & BENEFITS

The starting salary will be commensurate with the experience, qualifications, and skills of the successful candidate within the salary range of **\$170,000 to \$190,000** annually DOE.

The District offers an attractive benefits package including:

- Health Insurance (Plan options through CalPERS. (District pays 75% of the Kaiser rate.)
- Dental - 100% District paid
- Retirement: Participates in CalPERS: Tier 1 (Classic) 2%@55 or Tier 2 (PEPRA) 2%@62
- Vacation – Starts at 80 hours for 1 – 3 years. Accrual increases to a maximum of 200 hours after 20 years of service.
- Holidays – 12 days annually
- Sick Leave – Accrual of 96 hours annually
- Deferred Compensation Plan available for employee contributions
- Auto Allowance

SELECTION PROCESS

DEADLINE TO APPLY: July 3, 2026, at 11:59 PM PST.

Apply at: Boucher Law, PC

Interested candidates should submit a cover letter and a focused resume detailing their recent (within the past 10 years) experience and demonstrated career accomplishments relevant to this position, last 3 performance evaluations, and 5 professional references who will not be contacted unless a job offer is extended. All application materials must be submitted through the online system.

Each candidate's background will be evaluated based on information submitted at the time of application, and qualified candidates will participate in a preliminary remote screening interviews to occur during July 2026.

The most qualified candidates from the remote interview will be submitted for consideration to the hiring committee. Hiring Committee interviews are tentatively scheduled for mid-July to early August 2026. Closed Session hiring interviews with the Board of Trustees will be scheduled at a later date. Schedule subject to change based on availability.

Neither Boucher Law PC nor the SCMAD are responsible for the failure of internet forms or email transmission in submitting your application. Candidates who may require special assistance in any phase of the application or selection process should advise us by emailing gene@boucher.law



Boucher Law, PC
www.Boucher.Law

Recruitment services provided by
Boucher Law, PC

Contact: Gene Boucher
Managing Director

gene@boucher.law (510) 838-1000 ext 1002

The Solano County Mosquito Abatement District is an equal opportunity employer