



Tucson Water

Deputy Water Director

The City of Tucson is seeking a dynamic and progressive leader as the Deputy Director of Southern Arizona's largest municipal utility: The City of Tucson Water Department. Tucson Water supplies high quality water to more than 730,000 customers both within and outside the city limits. The City is seeking a forward-looking strategic leader, capable of assisting the organization in its mission to provide high-quality water and excellent service in a safe, reliable, efficient, and environmentally sensitive manner.

Tucson – The Destination for Sustainable Living, Growth, and Opportunities!

Tucson is the 33rd largest city in the country with a population of 528,000. Nicknamed the “Old Pueblo,” Tucson is the second largest city in Arizona located 100 miles south of Phoenix and 60 miles north of the Mexico border. The city’s culturally diverse population is a rich blend of Native American, Spanish, and Anglo heritages. Tucson’s metropolitan area of one million people is surrounded by four mountain ranges and nestled in the heart of the lush Sonoran Desert valley.

With year-round sunshine, Tucson is the ideal location for the outdoor enthusiast. The Sonoran Desert and surrounding mountains offer hiking, biking, horseback riding, bird watching, championship golf, skiing, and countless other recreational activities. The region is a cycling paradise and has been designated a Gold Level Bicycle Friendly Community by the League of American Bicyclists.

Tucson attractions include the Reid Park Zoo, the Children’s Museum of Tucson, the Tucson Botanical Gardens and the Pima Air and Space Museum. Nationally known regional attractions include the Arizona-Sonora Desert Museum, Mount Lemmon, Saguaro National Monument, Biosphere 2, Old Tucson Studios, and the Kitt Peak National Observatory.

Tucson supports an outstanding variety of cultural activities reflecting the community’s heritage. Museums and galleries, theater and dance companies, and classical and contemporary musical events and festivals are plentiful within this natural desert environment. Recognized as one of the MegaTrend cities of the 21st Century, Tucson is renowned as an emerging center for biotechnology, solar, optics, and logistics. Manufacturing in Tucson has more than doubled in the past decade.

Tucson’s 1,200 high tech businesses include Raytheon, BE Aerospace, Solon, and Universal Avionics. Caterpillar Inc. recently chose Tucson as the new location for its surface mining and technology offices, bringing 600 new jobs to Southern Arizona, including many in executive management. Public employers are also significant contributors to the local economy with Davis-Monthan Air Force Base, an Army Intelligence Center, the University of Arizona, Pima Community College, the University of Arizona Science and Technology Park, and many others.

The area is served by 14 different hospitals and is recognized as a regional medical hub. The metropolitan area offers world class hotels, four regional shopping malls, a favorable business climate, and excellent educational opportunities. For these and many other reasons, Tucson is the ideal place to live, work, and recreate.

City Government

The City of Tucson has a Council-Manager form of government. The legislative and policy-making body is comprised of the Mayor and six Council Members who each represent a ward, while the Mayor is elected by voters independently of Council. The City Manager is appointed by Mayor and Council and functions as the chief executive officer implementing policies and managing the municipal organization. The City Manager oversees a staff of 4,500 with a total capital and operating budget of \$1.5 billion.

Tucson's city government is committed to delivering the highest quality service in the most efficient and cost effective manner. It is a full-service city with departments and divisions that include Police, Fire, Public Safety Communications, Court, Environmental & General Services, Water, Transportation, Parks and Recreation, Planning and Development Services, Housing and Community Development, Parking, and Economic Initiatives.

Tucson Water

Tucson Water is the largest enterprise department in the City with an annual operating budget of \$200 million, and a five-year capital budget of \$350 million, and a qualified staff of 585. Recent recognition includes being named a Utility of the Future Today twice (NACWA, EPA, WEF, WaterReuse Association, and The Water Research Foundation); Large Utility of the Year for 2018 (AZ Water Association), Sustainable Water Utility Management Award (Association of Metropolitan Water Agencies), and numerous individual and team awards. The water system consists of approximately 5,000 miles of water mains, 192 potable wells, and 58 storage facilities. The utility provides both potable and recycled (reclaimed) water and has more than 232,000 active services over 395 square mile service area.

The Opportunity

The City of Tucson Water Department is seeking an innovative leader who will provide leadership and management in the department through coaching, motivating, and facilitating employees. The successful candidate will work in a team environment guiding the utility to continue to fulfill its mission of providing customers with excellent service in a safe, reliable and fiscally sustainable manner.

Under the administrative direction of the Director of Tucson Water, the Deputy Director oversees/supervises one or more of the divisions in the department and is a vital member of the department's management team.

The Ideal Candidate

The ideal candidate will have a proven track record of demonstrated leadership, accomplishments, and superior performance in a public agency, public or private utility, municipal organization, or a closely related organization.

Expectations and Responsibilities

- Serve as an executive sponsor/champion for key initiatives
- Plan, coordinate, direct, and integrate water operations, programs, policies, and personnel
- Coordinate departmental activities with other City departments, governmental entities, contractors, developers, water suppliers, and customers
- Work with departmental and City staff in planning utility improvements
- Deploy and optimize staff and resources
- Solve organizational and human resources challenges
- Work on setting rates and securing financing for projects
- Represent the City and participate in local, regional, state, and national organizations regarding a wide range of water matters
- Develop, implement, and monitor work plans, operations, policies, standard operating procedures, and long-range strategic plans
- Direct the development and implementation of long-range and short-term technology plans
- Coach and mentor staff to deliver excellent customer service
- Build a work environment that empowers employee growth and opportunity

Required Knowledge, Skills, and Abilities

- Principles of planning, design, construction, operations, and maintenance of potable water and recycled water systems
- Pertinent federal, state, and local laws, codes, and ordinances
- Principles and practices of human resources, public administration, municipal labor relations, effective leadership, organization, management, supervision, training, and performance evaluation
- Preparation and administration of contracts and fiscal planning
- Best practices and principles of budgeting, communications, information technology, project management, performance standards, records management, and the use of resources to achieve outcomes and expectations
- Analyze data and draw sound conclusions
- Develop and implement departmental goals and objectives
- Effectively coordinate and implement departmental change
- Effectively manage, mentor, train, and motivate employees
- Ability to problem-solve and resolve conflicts
- Communicate clearly and concisely, both orally and in writing
- Develop and maintain effective working relationships with City officials, colleagues, employees, community and business organizations, the media, and the general public

Minimum Qualifications

- Bachelor's degree from an accredited college or university
- At least 7 years of experience in public services or water programs, of which 5 years must have been in supervisory capacity with progressively increasing responsibilities
- A full background check will be performed including a criminal history review

Preferred Qualifications

- Graduate degree from an accredited college or university
- Possession of Water Treatment or Distribution Operator Certifications
- Registration as a Professional Engineer

What Makes a Place Great?

Learn more about our beautiful community by watching the Tucson Regional Economic Opportunities video:

www.youtube.com/watch?v=zRkVIPdatPI

Compensation and Benefits

The successful candidate will receive a competitive salary with an excellent executive benefit package commensurate with the candidate's salary history and track record of career success. For information on City of Tucson benefits, please visit our website at:

<https://www.tucsonaz.gov/hr/employee-benefit-snapshot>

Application and Selection Process

To be considered for this excellent, rewarding career opportunity you must apply via the on-line employment center March 28, 2019 through April 28, 2019 at: <https://www.tucsonaz.gov/jobs>

Any questions should be directed to the following:

City of Tucson Human Resources
Tucson Water Satellite
E-mail: Roxie.Escarcega@tucsonaz.gov
Re: Deputy Water Director

The City of Tucson is an equal opportunity employer, child and family-friendly, as well as a drug and alcohol free workplace. Diverse candidates are strongly encouraged to apply.

