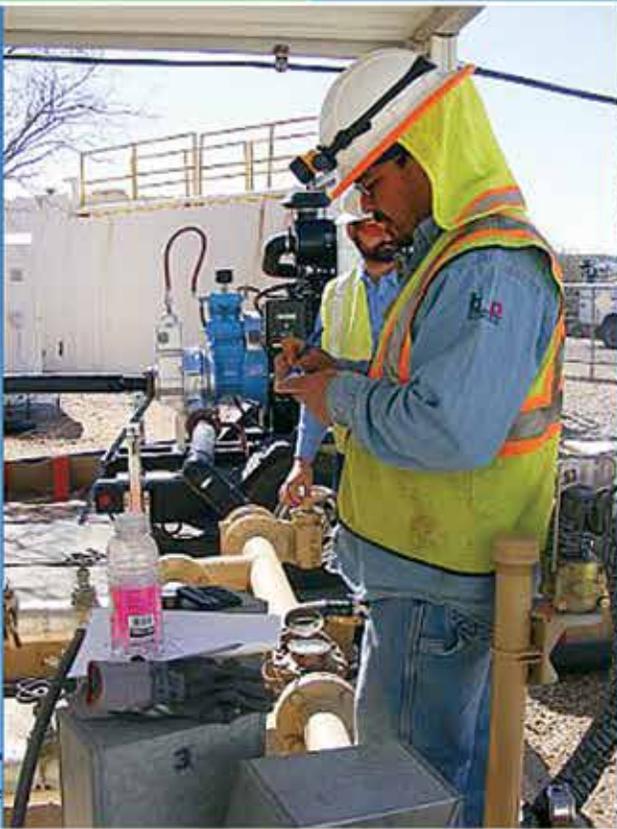




DIRECTOR OF TUCSON WATER



CITY OF
TUCSON
ARIZONA

"The Real Southwest"



UNIQUE OPPORTUNITY

The City of Tucson invites you to join an organization focused on providing excellent service to citizens in a safe and sustainable community. The City seeks a professionally respected, innovative, collaborative and results-oriented leader to join this internationally renowned water utility for our progressive southwestern city.

THE COMMUNITY

With a population of 528,000, the City of Tucson is Arizona's second largest city located approximately 100 miles south of Phoenix and 60 miles from the Mexico border. Tucson's metropolitan area exceeds one million people. With sunny days nearly all year, Tucson is the ideal location for the outdoor enthusiast. The Sonoran Desert and five surrounding mountain ranges offer hiking, biking, horseback riding, bird watching, spelunking, hot-air ballooning, camping, championship golfing, skiing, and countless other recreational opportunities in breathtaking scenery. Tucson is a pedestrian and bicycle-friendly community. Due to the temperate climate, the region is a bicycle enthusiast's paradise and has been designated a *Gold Level Bicycle Friendly Community* by the League of American Bicyclists.

Tucson supports an outstanding variety of cultural activities reflecting the community's rich heritage. Museums and galleries, theater and dance companies, 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 optics, astronomy and health services. Tucson is home to Davis-Monthan Air Force Base and the University of Arizona, ranked among the top 58 public universities by US News & World Report.

Federal, State, and local governments are significant components of the local economy. Manufacturing employment in Tucson has more than doubled in the past decade. This growth is due to advanced technology companies such as Raytheon Missile Systems, Texas Instruments, and IBM which have made the region a home for their businesses.

The area is served by 14 different hospitals and is a recognized regional medical hub. The metropolitan Tucson area offers four regional shopping malls, numerous high quality hotel facilities and five destination resorts. Cultural diversity, affordable housing, favorable business climate and

excellent educational opportunities make Tucson the ideal location to live, work and recreate.

You may enjoy learning more about our beautiful community by visiting Sun Corridor Inc's "Virtual Tour of Tucson";
<http://www.suncorridorinc.com/living-working/virtual-tour-of-tucson>

CITY ORGANIZATION

The City of Tucson has a Council-Manager form of government. The legislative body is comprised of the Mayor and six Council members who each represents a ward while the Mayor is elected by voters independently of Council. The legislative body establishes the policies for the City. The City Manager is appointed by Mayor and Council and functions as the chief executive officer, carrying out these policies and managing the municipal organization.

TUCSON WATER

Tucson Water is a dynamic department of the City of Tucson government serving water to residential, commercial and industrial customers both within and outside of the City's boundaries. Tucson Water's authority and responsibility is derived from the City Charter, ordinances, and resolutions of the Mayor and Council.

The Tucson Water utility is an enterprise fund of the City of Tucson. As such, the utility operates in a manner similar to a business, covering all costs of doing business from revenues. Tucson Water's Fiscal Year 2016 annual budget is \$172 million, with a capital budget of \$75 million.

The Tucson Water infrastructure is vast and complex. Tucson Water delivers water from three sources – the Colorado River, groundwater and recycled water - to 229,000 metered services through potable and reclaimed water systems. The potable water system delivers on average 91 million gallons per day and is composed of three Colorado River recharge and recovery facilities, 208 wells, 4,618 miles of pipelines, 127 boosters to move water through 20 pressure zones, and 58 storage facilities capable of storing nearly 314 million gallons of water. The reclaimed system is smaller with an average daily demand of 13 million gallons per day. The reclaimed system is composed of the Sweetwater Recharge and Recovery Facility, a disinfection facility, 200 miles of pipe, 10 boosters and 16 million gallons of storage. Both systems represent a customer investment of more than \$1.2 billion in infrastructure. More than 715,000 people are provided with water in an innovative, cost-effective and sustainable manner by this infrastructure.

For additional Tucson Water information, please see its website: www.tucsonaz.gov/water





KEY ISSUES AND PRIORITIES

In preparation for the recruitment of a new Director of Tucson Water, the City has identified the following issues and priorities that will need to be addressed by the successful candidate:

Economic Development – Tucson Water is critical to the ongoing and future successes of the City. As such, the new Director must embrace the opportunity to partner with other departments and have an active seat at the leadership table to find collaborative ways to build a strong economic base for the region. This will require building on Tucson Water's reputation as a leader in the water industry, continuing sound planning processes, and prudent investments in infrastructure to enhance the City's economic development opportunities. A key priority for the new Director is to identify how Tucson Water can best contribute to the bigger City picture.

Organizational Assessment – The Director will be tasked with reviewing the current Department structure and operations to establish the most efficient and effective means to address ongoing aging infrastructure issues, utility funding needs, and identifying the best arrangement to provide the community with water services that have been nationally acclaimed. This will include a detailed analysis of the rate structure to ascertain the optimum formula for the community.

Succession Planning – The vacancy rate in the Department is high. Human resources are stretched. This requires an assessment of Tucson Water's human capital and how to best retain a quality workforce while also concentrating on succession planning to build the future leaders of the Department.

Stakeholder Relations – Establishing new relationships, and building on current ones, will be critical to the success of Tucson Water. This will require a Director who has the proven ability to work with other regional jurisdictions, including the state and federal levels, in order to build coalitions and productive associations for the region's benefit.

Community Relations – The Tucson community has a strong conservation ethic – water conservation is a top priority. The new Director must embrace this mindset and bring an environmental sensitivity and appreciation for Tucson's "green" principles. This requires a Director who is comfortable serving as Department spokesperson; projects confidence and leadership in addressing public concerns.

DIRECTOR OF TUCSON WATER

The Director is responsible for the leadership and management of departmental operations, maintenance, finances, securing water resources, and strategic planning. The Director plays a lead role in regional water management issues and works collaboratively with other local utilities and city government organizations.

The Director of Tucson Water reports to an Assistant City Manager and serves as a vital member of the City's Executive Leadership Team. The Director is responsible for managing the largest enterprise department in the City with 547.5 positions. Direct reports to the Director include two Deputy Directors and a Strategic Initiatives Administrator. Other members of Tucson Water's management team include six Water Administrators (Customer Service, Business Services, Water Quality and Operations, Maintenance, Planning, and Engineering), a Human Resources Manager, Public Information Officer, Intergovernmental Affairs Coordinator, and Management Coordinator.

IDEAL CANDIDATE

The ideal candidate is a progressive leader and visionary. The candidate must possess excellent interpersonal skills, a proven record of financial management, and the demonstrated ability to work in a team environment. The successful candidate will be outgoing, gregarious and charismatic; proactive in communication and making connections with the Department's customers and numerous stakeholders. Candidates who are diplomatic and have a demonstrated ability to build coalitions and develop win-win solutions will be favorably considered. The ideal candidate is a potent leader of people – able to effectively delegate assignments and responsibilities, coupled with a firm background in the administration of human resources. As the Director interfaces with and makes presentations to the Mayor and Council, strong presentation skills and political acumen are critical ingredients for success in this position. While it is expected that strong candidates will have the technical knowledge and experience in running a substantial organization, candidates must bring a macro-perspective to this position and the role it plays within the larger City government and community.

Mission Statement

Our commitment is to ensure that our customers receive high quality water and excellent service in a safe, reliable, efficient, and environmentally responsible manner.

Education and Experience

Specific requirements are as follows:

A Bachelor's degree in Business or Public Administration, Public Management, Civil Engineering or related field, and ten years of supervisory management experience in the administration of a large, complex organization are required; registration as a Professional Engineer is desired.





In addition to the experience and education requirements that are outlined above, City leaders have identified the following traits and competencies that the ideal candidate will possess:

- Exceptional interpersonal skills; able to work effectively and collaboratively with numerous internal and external stakeholders as the "face" of Tucson Water
- Ability to recognize the strengths of staff and provide the appropriate structure and assistance to optimize staff's capabilities without being over-bearing
- A clear and critical thinker with a creative problem-solving approach
- Maintains very high ethical standards – a person of exceptional character who naturally earns the confidence and trust of others
- Approachable, with excellent communication skills, both written and oral
- Capable of presenting a vision and achieving buy-in in an established departmental culture engrained in tradition
- Embraces change and is willing to share his/her viewpoints openly and honestly; once a decision is made, will fully support the directive and focus on accomplishing the objectives

COMPENSATION AND BENEFITS

The salary range for the Director of Tucson Water is negotiable and will depend on the experience and qualifications of the successful candidate.

The City of Tucson offers an attractive benefit package which includes:

- Participation in the Tucson Supplemental Retirement System (defined benefit pension plan)
- Vacation and sick leave program
- Medical and dental programs
- Long-term and short-term disability insurance plans
- Life insurance of \$50,000 with additional coverage available at employee expense

- Voluntary participation in the City's Section 457 deferred compensation plan (ICMA RC)
- Voluntary participation in the City's Section 401(a) savings plan account
- Vehicle allowance or use of city vehicle plus city related travel expenses
- Medical and dependent care flexible spending accounts
- Employee assistance program
- Relocation assistance

APPLICATION AND SELECTION PROCESS

To be considered for this excellent career opportunity, submit a cover letter with current salary, résumé (showing both years and months of positions held), and six work-related references by **Monday, October 12, 2015** to: resumes@cpshr.us

Preliminary screening interviews will be conducted by the consultant in late October with the most qualified applicants. Those individuals determined to be the most ideally suited for the opportunity will be invited to interview with the City in mid November. Appointment is expected shortly thereafter following the completion of thorough reference and background checks to be coordinated with the candidate(s). For additional information about this position please contact Stuart Satow.



CPS HR Consulting
 Tel: 916 263-1401 • Fax: 916 561-7205
 E-mail: ssatow@cpshr.us
 Website: www.cpshr.us/search

Note: in accordance with City Code, the selected candidate will be required to establish residency within the City of Tucson city limits.

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

