

City of

TUCSON
A R I Z O N A

*invites your interest
in the position of*

Director of Tucson Water

Recruitment Services Provided By Ralph Andersen & Associates



An Extraordinary Opportunity

The City of Tucson, Arizona is recruiting nationally for a highly experienced professional to manage its Water Utilities. The Director of Tucson Water will oversee a 568-person operation providing potable and reclaimed water service to about 750,000 people in southern Arizona. The City of Tucson is recognized as a progressive community with an industry-leading water conservation ethic, state-of-the-art infrastructure assessment and rehabilitation program, and resilient water supply portfolio that provides water reliability to a desert region. This key executive position has oversight for protecting the public's health by providing high-quality drinking water and safely reusing wastewater in a cost-competitive manner while continuously improving customer service and planning for future needs. The ideal candidate will be a business-minded individual who is entrepreneurial in spirit with strong leadership skills and a proven track record of building a strong vision and then delivering sustainable quality results. This at-will position is a key member of the City Manager's Executive Leadership Team and reports directly to an Assistant City Manager. The Director of Tucson Water provides day-to-day management for a Department with an adopted FY 2022 budget of over \$295 million, including Operating, Capital, and Debt Service expenditures. The utility has a rolling five-year Capital Improvement Program of over \$390 million and maintains strong revenue bond ratings from the major rating agencies (S&P = AA Stable; Moody's = AA2 Stable; Fitch = AA Stable).





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

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

Tucson is the 2nd largest city in Arizona and the 33rd largest city in the country, with a culturally diverse population of 542,629. The City is located 100 miles south of Phoenix and 60 miles from the Mexico border. Tucson's metropolitan area of one million people is surrounded by four majestic mountain ranges and nestled in the heart of the lush Sonoran Desert valley. Tucson offers residents and visitors the climate opportunities, amenities, and attractions of allowing them to experience an unparalleled quality of life.

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.

Some of the attractions that draw families and children of all ages, including the 'young at heart', are the Reid Park Zoo, the Tucson Children's Museum, the Tucson Botanical Gardens, and the Pima Air and Space Museum. Nationally known regional attractions include the Arizona Sonoran Desert Museum, Mt. Lemmon, Saguaro National Monument, Biosphere 2, and the Kitt Peak National Observatory.

In 2015, Tucson became the first U.S. city to be designated a UNESCO City of Gastronomy. Tucson supports an outstanding variety of cultural activities reflecting the community's 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 biotechnology, solar, optics, and logistics.



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

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 six hundred 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 fourteen 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. Tucson is the ideal place to live, work, and raise a family for these and many other reasons.



City Government

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 represent 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. The City Manager oversees a City staff of approximately 4,671 with a total FY 2022 Operating and Capital budget of \$1.618 billion, of which the General Fund budget comprises \$583.2 million.



About Tucson Water

Water is life in the arid Southwest, and Tucson Water is a global leader in water conservation and management. Tucson's citizens embrace a strong conservation ethic. Tucson Water's innovative management strategies have allowed the City to take a leadership position in statewide water management programs that benefit other communities through improved water security. Tucson Water is the City of Tucson's largest enterprise department.

The executive management team is comprised of the Director and two Deputy Directors. The vacancy is due to the recent promotion of the previous Director to Assistant City Manager. The Tucson Water team's deep institutional knowledge and experience provide decades of stable Tucson-based leadership experience. Tucson Water operates in a collaborative and team-based approach and is widely acknowledged as a national leader in municipal water planning, policy, operations, and management.

Overview of the Position

The Director of Tucson Water is accountable for providing strong leadership while modeling core values and guiding principles of integrity, pride, and respect. Through a skilled leadership team, the Director oversees a well-run organization that implements City-prioritized short- and long-term strategies to accomplish Tucson Water's mission and vision. The Director is responsible for making recommendations to the City Manager via the Assistant City Manager, resulting in cost-effective water facilities/operations that better serve the public and protect the sensitive environment.

The Director is responsible for a wide range of activities, including managing and directing budget, finance, operations, facilities, and asset management; intergovernmental relations; regulatory compliance; employee relations; risk management; and strategic planning.

Other primary responsibilities of the Director include:

- ◆ Provide guidance and leadership to the City Manager in dealing with growth management issues related to the stewardship of local water rights and water supply;
- ◆ Take a proactive approach to monitoring legislative issues related to water industry activities and continually educate and inform the City Manager and staff on critical issues;
- ◆ Provide extensive knowledge and fiscal insight in the area of public finance; oversee and manage the Tucson Water Department budget; understand and explain budgetary issues to the City Manager, staff, and the community;
- ◆ Provide a motivating work climate for employees; build positive and cooperative relationships with staff;
- ◆ Ensure the facilities of the Tucson Water Department are maintained in excellent condition and in accordance with the best practices, methods, and procedures available; and
- ◆ Promote good customer service, ensuring employees and contractors accomplish activities in a safe, efficient, friendly, and courteous manner;

In summary, top candidates will excel in providing leadership and strong operational guidance to this dynamic, complex organization.



The Ideal Candidate

The ideal candidate will be a highly skilled water/wastewater leader and professional with superior communication and presentation skills, including expressing complicated issues succinctly and effectively. The new Director will possess strong administrative skills with the ability to analyze professional and administrative problems and make sound recommendations. The candidate will have the strongest leadership skills possible, a style that emphasizes tact and diplomacy, and the willingness to seek reasonable compromise for the organization's good.

The successful candidate must also have an inclusive style, a willingness to delegate to professional staff, and be accessible as a resource to team members. Developing and communicating clear goals and objectives to all constituencies is a valued trait. The ideal candidate will be a strong mediator and facilitator, capable of synthesizing a wide variety of viewpoints into cost-effective and practical proposals.

A strong customer service ethic, a desire for long-term affiliation with the City of Tucson, and a highly professional approach to problem-solving are desired. The new Director will also utilize continuous improvement methods and best practices, promote a cooperative team environment, and demonstrate integrity that aligns with organizational values.

Personal characteristics and attributes of the ideal candidate will also include:

- ◆ Excellent leadership skills;
- ◆ Ability to maintain an inclusive workplace by maximizing the contributions of all employees and developing the strengths of all team members;
- ◆ Successful experience in supervising large groups, including training, mentoring, delegation, and ensuring accountability;
- ◆ Ability to deal with others in a straightforward and honest manner to foster positive and trusting working relationships;
- ◆ Ability to communicate persuasively with the City's leadership team, City Council, and the community about sensitive, complex, costly, and sometimes controversial issues;
- ◆ Politically astute and skilled at spearheading and implementing major public works projects through an organizational structure of significant magnitude that is fast-paced and demanding; and
- ◆ Open, accessible, and professionally assertive with a proactive and solution-oriented approach to delivering highly successful outcomes.

In summary, the Director of Tucson Water will be a highly skilled executive, able to provide outstanding leadership through the successful management of the operational divisions of the Department and through mentoring, coaching, and providing staff development.

Minimum Qualifications

Education: A Bachelor's degree from an accredited college or university with major course work in Business or Public Administration, Engineering, or a closely related field is required. An advanced degree in a related field is preferred but not required.

Experience: This position requires a minimum of seven years of related executive experience, which includes progressively responsible supervisory and administrative experience.

Final Selection and Appointment: The City Manager will select the most highly qualified candidate based on a combination of education, career experience, and accomplishments that best fit the needs of the City of Tucson.

Vaccination Requirement: The City of Tucson values the safety of its employees, residents, community, and visitors. In support of these values, if you are selected for this job, you must be fully vaccinated against COVID-19, except when vaccination is not medically advised or violates your sincerely held religious beliefs.



Compensation and Benefits

The successful candidate will receive a highly competitive salary with an excellent executive benefit package that considers the candidate's track record of career success. Further details on compensation may be obtained through Ralph Andersen & Associates.

To Be Considered

This is a confidential process and will be handled accordingly throughout the various stages of the process. References will not be contacted until mutual interest has been established. The final review of resumes will take place on **Monday, March 14, 2022**. This position is open until filled; however, candidates are encouraged to apply early in the process for optimal consideration. Resumes will be reviewed and evaluated throughout the recruitment process.

To be considered, candidates must submit a compelling cover letter, comprehensive resume, and six professional references.

Interested candidates may apply via email to apply@ralphandersen.com.

Ralph Andersen & Associates will conduct the initial evaluation of submitted materials to determine the best overall match with the established criteria as outlined in this recruitment profile. The evaluation and selection process may consist of a supplemental questionnaire and/or written exercise(s) to further evaluate relative experience and overall suitability for this position.

Finalist candidates will be required to sign a release form to authorize preliminary reference calls and verifications to be conducted. Employment history, degrees obtained, and other certifications/accomplishments will also be verified.

Should you have any questions regarding this position or the recruitment process, please call Robert Burg at (916) 630-4900. Confidential inquiries are welcomed.

This recruitment will incorporate existing rules and regulations that govern public sector recruitments in the State of Arizona. Information presented to the City of Tucson for consideration may be made available to the public, in accordance with public disclosure/open records laws.

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.

