



Primary Role

The VP of Operations is responsible for leading state-wide water and wastewater operational functional areas (including water quality, field operations, production and maintenance) and direct cost-effective, high-quality operational integrity.

Key Accountabilities

- Develop operations strategies, direct and manage the water quality, field operations, production and maintenance for water and wastewater operations within the state.
- Implement best operating practices to promote continuous improvement, innovation and excellent customer service. Ensure all state operations are performed in accordance with company standard procedures and policies.
- Ensure that operational integrity is maintained, including compliance across all areas of operations.
- Provide strategic and operational input to annual business plans, control budgets for responsible areas, and ensure that operational and financial targets are met or exceeded.
- Lead, motivate and develop staff in assigned operations areas. Build shared commitment to improving business performance and develop both individual and team capabilities.
- Drive performance by linking business units' objectives to company goals and values. Communicate a shared vision, energize and empower staff, and champion diversity.
- Work with Vice President of Development and engineering staff to develop the strategy and priorities for capital investment programs and drive the effective implementation of such programs. Directly oversee the successful execution of certain capital investment projects and programs which are the responsibility of the operations team to deliver.
- Establish relationships with and serve as operational contact for political and civic leaders and other key external stakeholders. Support and assist the executive leadership team in maintaining and enhancing such relationships.

- Participate as a lead witness in periodic regulatory rate cases. Develop and present written and oral testimony to support rate cases and other regulatory proceedings.

Knowledge/Skills

- Extensive knowledge of the regulated water and wastewater utility business and its operations.
- Knowledge of the applicable compliance and operational regulations, requirements and trends impacting the water and wastewater business.
- Knowledge of the assessment of operating practices and the establishment of best practices.
- Strong leadership ability and strategic planning skills.
- Detail oriented to conduct thorough analysis and evaluations, render and implement timely decisions and recommendations.
- Project and Program Management skills, Quantitative skills (analytical, technical, problem solving).
- Effective people management (planning, organizing, recruiting, supervising, coaching, developing, and leading individual staff and teams)
- Strong written and verbal communications and keen listening ability (fluency in report writing and presentations).
- Interpersonal Skills (persuasion, negotiation, listening, collaboration, tact, diplomacy, problem solving, internal consulting).
- Leadership presence: ability to engage and communicate effectively and maintain cooperative and collaborative working relationships with senior management and other key stakeholders).

Experience/Education

- Bachelor's degree in a technical operational discipline, engineering, management or related discipline. Strong role related experience in Utility operations will be considered in lieu of a college degree.
- Minimum of 10 years of experience in operation, planning and maintenance of a water treatment or water distribution system for a public water supply or other relevant experience.
- Minimum of 10 years of supervisory experience or progressive responsibility with documented success leading short-term and long-range

projects/activities providing employee coaching, feedback, and conflict resolution.

- Experience interacting with state and/or federal environmental regulatory agencies and/or state public utility commissions.

Travel Requirements

- Up to 50% travel throughout the state

Work Environment

- Standard indoor office environment
- Work Truck (company provided)

Competencies

Drives Safety Culture

Drives Vision & Purpose

Strategic & Learning Agility

Political & Organizational Savvy

Builds Effective Teams & Network

Situational Adaptability

Persuades

Please send resumes to:

HR@JWWATER.NET