

# Director of Water Utilities

CITY OF SAN ANGELO, TX







# City Government

The City of San Angelo has a Mayor-Council form of government made up of a Mayor and six Councilmembers. The Mayor and Council serve a term of four (4) years, but no more than eight consecutive years, excluding service for any partial term. The City Council addresses issues such as public safety, infrastructure, taxation, economic development, parks and recreation, housing, and urban planning. Additionally, they are responsible for setting San Angelo's annual budget.

The City Manager serves as the chief executive officer for San Angelo's municipal government and is the staff liaison to the City Council.

## About San Angelo, TX

San Angelo is in the Concho Valley, a region of Texas between the Permian Basin to the northwest, Chihuahuan Desert to the southwest, Osage Plains to the northeast and Central Texas to the southeast. This geographical crossroads – plus the confluence of the three branches of the Concho River – has created a unique and special place in North America. A virtual oasis, San Angelo is home to three lakes, as well as the beautiful Concho River, which runs through the heart of the city.

San Angelo's 100,000 residents take pride in Angelo State University, Goodfellow Air Force Base, the International Waterlily Collection, excellent medical facilities and many cultural events. The versatile San Angelo State Park helped the city earn the number two spot on Livability.com's Top 10 Great Places to Ride a Bike. The Concho River Walk has been designated one of five Great Public Spaces on the American Planning Association's annual Great Places in America list.

San Angelo has consistently been ranked as one of the best small cities for business and employment. In 2015, San Angelo was named one of the top 25 cities to retire in by Forbes Magazine. San Angelo also ranked as one of the best cities for veterans in 2016 by Livability.com. Recently, San Angelo made another Forbes Magazine listing as one of the best small places for businesses and careers in 2019.

San Angelo offers a delightful mixture of arts and culture of West Texas, from a sophisticated symphony that showcases artists such as the Vienna Boys Choir to country and western music, to a civic ballet whose students regularly earn spots at top national dance academies to the folk dances of Mexico. Patrons enjoy live theater at the state's longest-running theater, Angelo Civic Theatre and on the Angelo State University campus. The Chicken Farm Art Center displays works by visual artists of all media, and the San Angelo Museum of Fine Arts, a world-class museum that received the prestigious National Museum Service Award, houses continually changing exhibits by artists from Texas and around the world. Also native to the Concho Valley is the San Angelo Stock Show and Rodeo, which began in 1932, making it one of the longest-running rodeos in the world.

# Water Utilities Department

The Water Utilities Department exists to produce and supply safe, palatable water for drinking and domestic use and uninterrupted, cost-effective wastewater collection/treatment services that satisfies the needs of all residential and commercial customers.

The team of 137 authorized FTEs, working with a budget of just over \$52.5 million annually, accomplishes these goals by providing continuous improvement in operations and customer service; maintaining infrastructure and facilities to maximize cost-effective service life and supply; developing and implementing plans to satisfy future water demands; providing a well-maintained wastewater collection system; practicing environmental responsibility and quality treatment services; and developing and implementing strategies to meet future wastewater demands. The team is divided into seven divisions:

- **Water Treatment** – treats and supplies safe drinking water to the community by managing multiple surface water sources, the Hickory groundwater supply, water towers and pump stations within the distribution system, and the water supplies impounded in the Twin Buttes and Lake Nasworthy reservoirs.
- **Water Reclamation** – responsible for treating the City’s wastewater and operating the Kickapoo sludge composting facility that treats bio-solids from the plant.
- **Water Quality** – provides laboratory services in sampling, analyzing, evaluating, reporting and consulting on City water/wastewater quality and plant operational issues. The division also prepares the annual Consumer Confidence Report and administers the backflow prevention and industrial waste programs.
- **Customer Service** – responsible for setting up new accounts, handling customer requests and complaints, and managing connects and disconnects.
- **Water Conservation** – promotes efficient use of SanAngelo’s public water supply to conserve and preserve the community’s most precious natural resource through public education campaigns, public speaking events, facility tours, and more.
- **Water Distribution and Wastewater Collection** – responsible for installing and maintaining approximately 1,400 miles of water and sewer mains and appurtenances in the city, as well as installing new services.
- **Utility Maintenance** – provides maintenance and construction support to the water and wastewater treatment plants, pump stations, lift stations, and distribution and collection systems.



# Duties, Functions and Responsibilities

- Plans, organizes, directs and evaluates Water Utilities Department programs, staff and operations, including customer service, water treatment, production, maintenance, laboratory, distribution, conservation, collection, reclamation and special projects; monitors Department operations to identify and resolve problems.
- Meets regularly with staff to discuss and resolve workload and technical issues; plans, prioritizes and assigns tasks and projects; monitors work, develops staff skills, and evaluates performance.
- Provides leadership, direction and guidance in operational strategies and priorities; analyzes community needs, forecasts resource requirements, and determines long-range plans, priorities, resource requirements and goals.
- Works with City Departments and external agencies to define and resolve department issues; ensures Water Utilities Department programs and projects meet scope, schedule, cost and quality requirements.
- Coordinates operations within the City, and ensures program objectives and standards are defined, attained and congruent with City goals and service needs.
- Serves as the principal advisor to the City on Water Utilities Department programs and technical issues; develops and directs strategies to meet goals and objectives; interprets concerns, defines desired results, develops solutions, determines scope and priorities of projects.
- Ensures effective communications; interprets and explains Federal and state rules and regulations; evaluates and analyzes policies and procedures, and recommends solutions; ensures Water Utilities Department activities are in compliance with all laws, policies, regulations and safety standards.
- Serves as a liaison between various regional organizations and state and Federal agencies to coordinate projects and resolve technical and operational issues.
- Analyzes Department financial and resource information; develops and manages budgets and expenditures; reviews and approves administrative, technical and analytical reports.

## The Position

The Director of Water Utilities directs the Water Utilities Department through effective planning, staff management, and resource allocation; ensures the Water Utilities Department services are provided in alignment with the City's strategic objectives, and in compliance with state and Federal regulations.







# Knowledge, Skills, and Abilities

## *Required Knowledge of:*

- City organization, operations, policies and procedures.
- Fundamentals of civil engineering, mathematics and physics.
- Methods and practices for engineering planning studies and specifications for civil engineering and water and wastewater projects.
- Laws, regulations, and standards relating to, but not limited to, civil engineering construction projects, Texas water rights, groundwater, and public water systems.
- Principles and practices of water and wastewater facilities and equipment maintenance and repair.
- Principles of design, construction and maintenance of public works projects.
- Principles and practices of government project management and methods of evaluating construction contract compliance.
- Principles and practices of administrative management, including personnel rules, cost accounting, budgeting, procurement, contract management, and employee supervision.

## *Required Skill in:*

- Analyzing infrastructure and engineering issues, evaluating alternatives, and developing logical recommendations based on findings.
- Using initiative and independent judgment within established procedural guidelines.
- Interpreting and applying technical standards and procedures, Federal and state rules and regulations, and City policies and procedures.
- Developing and implementing procedures for cost effective management of allocated resources.
- Application of engineering theory to complex operational activities.
- Preparing reports and checking designs, details, plans, and specifications of engineering projects.
- Interpreting technical instructions and analyzing complex variables.

# Education and Experience

Qualified candidates will have a minimum of five years' work experience in public sector utilities and civil engineering; a Bachelor's degree in Engineering, or Business Administration is preferred; an equivalent combination of education, training and experience will be considered.

## Certifications and Licenses

- Licensed as a Professional Engineer with Texas Board of Professional Engineers is preferred
- Must possess a valid Texas Driver License with a good driving record. Applicants with an out-of-state driver license must provide an original certified driving record from the state of driving.

## Residency Requirement

The Director of Water Utilities must establish residency within 30 minutes of San Angelo to report in case of emergencies.

## Ideal Candidate

We are seeking a strategic leader with a robust background in water and wastewater operations. The ideal candidate should demonstrate a deep understanding of the laws, regulations, and standards related to civil engineering construction projects, Texas water rights, groundwater, and public water systems. They should also be well-versed in the principles of design, construction, and maintenance of public works projects, as well as best practices for water and wastewater facilities and equipment maintenance and repair.

The ideal candidate will have a proven track record in developing and implementing procedures for the cost-effective management of allocated resources, and possess the knowledge and experience necessary to effectively manage current operations while proactively preparing for future needs.

Building and maintaining partnerships will be critical for success in this role. The ideal candidate should have experience working closely with the City Manager, Council, department heads, officials, and representatives from other local, state, and federal agencies, as well as engaging with the community to ensure alignment and support for a common vision.

Strategic leadership is paramount, and the ideal candidate should demonstrate competence, professionalism, energy, and integrity. Strong verbal and written communication skills, along with a proven ability to collaborate effectively, solve problems, and foster team building, will be essential. Additionally, the ideal candidate must have a genuine interest and capacity to serve as an effective mentor for staff.



# Salary

The City of San Angelo is offering a starting salary of \$140,000 to \$180,000, depending on qualifications, education, and experience. In addition to a competitive salary, the City offers a comprehensive benefits package, that includes health insurance, a robust wellness program, and a slate of paid holidays. The City participates in the Texas Municipal Retirement System at an employee contribution rate of 7% with a City matching ratio of 2:1. Relocation assistance will be available for the successful out-of-area candidate.

## How to Apply

Applicants should forward a cover letter and resume to:

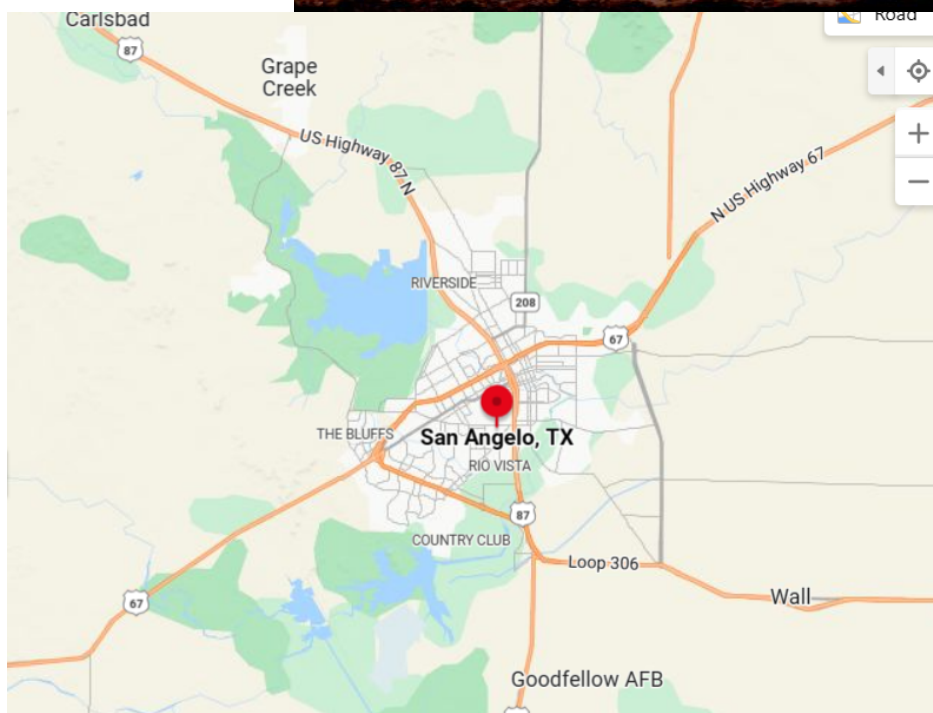
[resumes@affionpublic.com](mailto:resumes@affionpublic.com)

Reference: SADWU

Affion Public  
PO Box 794  
Hershey, PA 17033  
888.321.4922  
[www.affionpublic.com](http://www.affionpublic.com)

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