

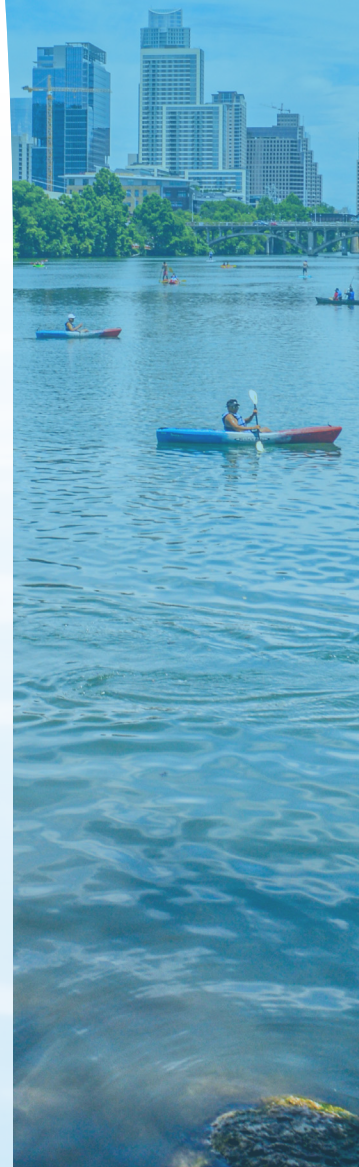


Austin  
**WATER**

Austin Water

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# **WATER CONSERVATION DIVISION MANAGER**





## UNIQUE OPPORTUNITY

The City of Austin is seeking a highly qualified individual to fill an Austin Water (AW) Water Conservation Division Manager position. This position will be responsible for providing leadership and management of Austin Water's Water Conservation Division and for the research, development, and evaluation of water conservation policies and procedures.

## AUSTIN, TEXAS

This vibrant and dynamic city tops numerous lists for business, entertainment, and quality of life. One of the country's most popular, high-profile "green" and culturally dynamic cities, Austin was selected as the "Best City for the Next Decade" (Kiplinger, 2010), the "Top Creative Center" in the US (Entrepreneur.com, 2010), #1 on the Best Place to Live in the U.S. and #4 on the Best Places to Retire (U.S. News & World Report, 2019), and ranked in the top ten on Forbes list of America's Best Employer for 2017.

Austin is a player on the international scene with such events as SXSW, Austin City Limits, Urban Music Fest, Austin Film Festival, Formula 1 and home to companies such as Apple, Samsung, Dell, and Ascension Seton Health. From the home of state government and the University of Texas, to the Live Music Capital of the World and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health and sustainability.

The City offers a wide range of events, from music concerts, food festivals and sports competitions to museum displays, exhibits and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.

Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the City's many trails or swimming at Barton Springs or one of the area's many other swimming holes. There are a number of excellent golf courses in the area as well as excellent opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing and more. Austin has something for everyone.





## AUSTIN WATER

Austin Water has a top tier water conservation program with high expectations. Recently those expectations and efforts were recognized when the Water Conservation team received national and state awards: the Platinum Certification under the Alliance for Water Efficiency's G480 Leaderboard for our water conservation programs, multiple Blue Legacy Awards for Municipal Water Conservation from the Texas Water Conservation Advisory Council, and top scores for a large municipal utility conservation program by the Texas Living Waters Project (Lone Star Chapter of the Sierra Club and the National Wildlife Federation).

Austin Water has received additional recognition in 2020 for its commitment to Effective Utility Management principles and community outreach and engagement efforts during development and adoption of the [Water Forward Integrated Water Resource Plan](#). The Utility of the Future Today concept is being promoted as water systems face challenges such as aging infrastructure, water pollution, workforce shortages, and impacts of climate change, including drought, floods, storms, and sea level rise.

The recognition program honors forward-thinking, innovative water utilities that are providing resilient value-added service to communities, particularly in community engagement, watershed stewardship, and recovery of resources such as water, energy, and nutrients. The Utility of the Future Today program was launched in 2016 by the National Association of Clean Water Agencies (NACWA), the Water Environment Federation (WEF), the Water Research Foundation (WRF) and the Water Reuse Association, with input from the U.S. Environmental Protection Agency (EPA). The recognition celebrates the achievements Utility of the Future Today of water utilities that transform from the traditional wastewater treatment system to a resource recovery center and leader in the overall sustainability and resilience of the communities they serve.

Conserving water has benefits beyond lowering our customer's utility bill. Using less water requires less electricity for treatment services, reduces the need for expensive system expansions, and helps to ensure the availability of clean water for generations to come. In 2019, Austin achieved its lowest water use ever at 120 gallons per person per day. As our population continues to grow, Austin Water remains committed to offering effective tools, programs, and rebates to help customers conserve one of our most precious resources – water.

## THE POSITION

### Water Conservation Division Manager

The Water Conservation Division Manager will report to the Assistant Director of Environmental, Planning and Development Services. Under nominal direction of the Assistant Director, this position will lead a team of 20 staff members, both direct and indirect reports, in providing conservation services to Austin Water customers with the objective of reducing water usage to meet established peak day water use goals. This individual will be responsible for pursuing enhancements to Austin Water's robust system through emerging water conservation technologies.

The Water Conservation Division Manager will also provide support to Water Forward, Austin's 100-year integrated water resource plan. Water Forward is an adaptive plan to be updated on a 5-year cycle and evaluates and plans for water supply and demand management strategies for the City of Austin in a regional water supply context. Through public outreach and coordination of efforts between City departments and the Water Forward Task Force, Water Forward is a holistic and inclusive approach to water resource planning.

Austin Water is owned and operated by the City of Austin, Texas. Every day, Austin Water provides clean, reliable water services for resident, commercial, industrial and public use, and has been doing so for more than a century. Austin Water consistently ranks among the best in the country when it comes to water quality. We also treat, return and recycle wastewater in ways that protect our environmental resource. We far exceed federal and state requirements for clean water and environmental compliance at all of our water and wastewater treatment plants.

Austin Water supplies water to over one million customers within and outside the corporate city limits of Austin, as well as two near-by communities, one water control and improvement district, five water supply corporations, seven municipal utility districts, and three private utilities.

### Mission

To provide safe, reliable, high quality, sustainable and affordable water services to our customers so that all community needs for water are met.





## PREFERRED QUALIFICATIONS FOR THIS POSITION INCLUDE

- Experience managing large teams in a field related to conservation and/or environmentalism
- Experience managing a division budget of \$3 million or more
- Experience using performance measures and dashboards to facilitate strategic planning and goal setting
- Experience leading cross-functional efforts to devise public policy related to water conservation, working with internal and external stakeholders, including executive level staff
- Experience researching, gathering, and preparing relevant information to be presented to stakeholders in various formats including policies and procedures, public education, presentations and reports to Board, Commissions or Council
- Ability to understand regulatory code language and experience working in a regulatory environment
- Experience assisting in or responding to media requests and offering input to media interviews and other communications
- Experience in managing customer complaints

## ESSENTIAL DUTIES, FUNCTIONS AND RESPONSIBILITIES

Essential duties and functions, pursuant to the Americans with Disabilities Act, may include the following. Other related duties may be assigned.

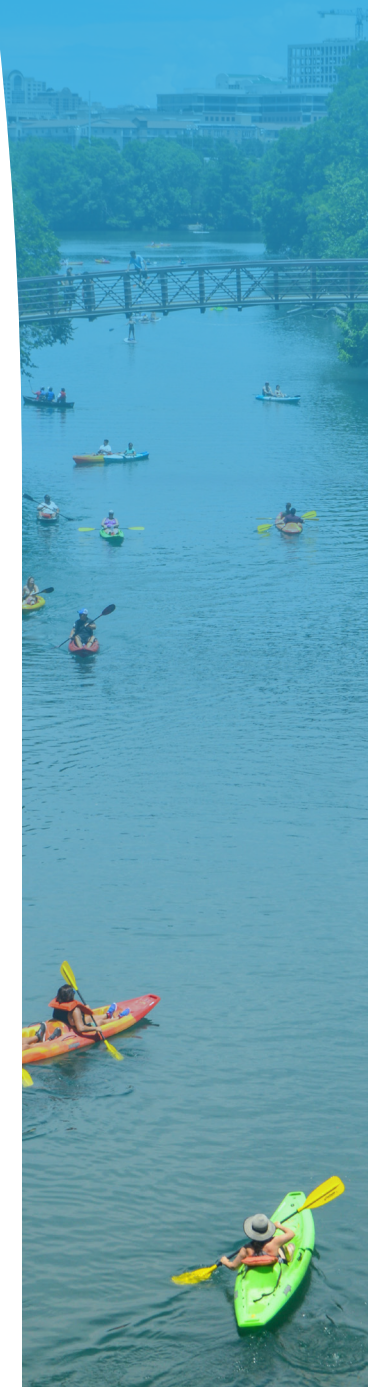
1. Oversees, plans, develops, and implements water conservation programs and policies, consistent with Austin Water's long-term goals related to water conservation strategies.
2. Coordinates water conservation program activities with various Local, Regional, State, and Federal agencies and municipal boards and commissions in order to promote conservation.
3. Performs budget development and execution, management of contracts, and service delivery.
4. Participates in the development of long-term strategic goals related to water conservation efforts, and recommends changes to City codes relating to water management.
5. Reviews and analyzes data of water supply and demand in order to promote and validate current and proposed conservation programs.
6. Oversees the use of data from various sources and analytical methods to quantify and track water savings from water conservation program and strategy implementation.
7. Assists the Public Information Office with marketing and education of water conservation programs.
8. Interprets public input and recommendations to evaluate conservation initiatives.
9. Stays current with new trends and innovation in water conservation management methods and techniques, including regulatory and legislative issues.
10. Participates on cross-divisional teams and coordination efforts with other division/ departments, including those led by others.
11. Presents to executive management on division matters, attends industry, community, Council and Board and Commission meetings as required.
12. Ensure division functions are in compliance with all appropriate sections of the City code and other ordinances.
13. Responsibilities - Supervisor and/or Leadership Exercised: Responsible for the full range of supervisory activities including selection, training, evaluation, counseling, and recommendation for dismissal.



## THE IDEAL CANDIDATE

This position requires a unique combination of technical expertise in environmental science and strong leadership which fosters creativity, passion, and foresight to lead Austin Water's Conservation Division into the next phase of preservation and protection endeavors.

The ideal candidate should have knowledge of industry trends regarding conservation initiatives, and Federal, State, and Local laws and ordinances governing water use and conservation. Advanced written, verbal, and presentation skills are imperative for this position. This seasoned leader will have skill in developing and maintaining cooperative and constructive relationships with both internal and external customers, as well as the ability to be a positive and professional representative of the Utility. The candidate should be willing to question the status quo and traditional approaches and be a force for positive change and be a leader who views problems from a broad perspective and emphasizes solutions that support strategic objectives. In addition, the ideal candidate should demonstrate a sincere interest in the development and success of others, and have the ability to address internal issues directly and forthrightly. Prior supervisory/management experience in a large, robust city/organization is highly desirable.





## EDUCATION AND EXPERIENCE

Interested candidates must possess:

- A Bachelor's degree from an accredited college or university with major coursework in a field related to Environmental Science, Public Administration, or Business Administration
- Plus six (6) years of experience in a related field
- Including four (4) years of experience in a supervisory capacity.

## COMPENSATION AND BENEFITS

**Salary** - The salary range for the Water Conservation Division Manager is \$82,220 to \$114,899. Starting salary will be determined based on the qualifications and experience of the candidate selected.

**Other Benefits** - Austin Water offers limited relocation assistance and an excellent comprehensive benefits package which includes a defined benefit pension plan, health, dental, vacation, holidays, sick leave, parental leave and Healthy Connections, our very vibrant wellness program.

## APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional opportunity, please complete an online application at the following address: [www.austincityjobs.org](http://www.austincityjobs.org), Requisition #COA082254

**Selection Process:** Applications will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview. Austin Water anticipates making an appointment to the positions following final interviews and the completion of reference and background checks to be coordinated with the successful candidate.

For additional information or questions please contact:

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Human Resources Advisor Senior

City of Austin | Austin Water, HRSD

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