

Seeking:

# General Manager

Cross Valley Water District is accepting applications for the position of General Manager. Reporting to the District's elected Board of Commissioners, this is a Chief Executive Officer position responsible for carrying out District policies, directing District operations, controlling District expenditures, and overseeing all programs and activities of the District.

## General Description about the General Manager Position

The District is seeking a General Manager who is a strong, highly credible, unifying leader with demonstrated abilities in facilitating and implementing a clear vision and strategy. The ideal candidate will be an experienced leader who can anticipate the role of the District in the water/sewer community and local area.

The General Manager should speak and write with impact, effectively explaining direction and ideas with conviction in all settings including formal presentations, one-on-one, small and large meetings.

The ideal candidate will have a full complement of management skills including a comprehensive understanding of financial management, customer service, personnel management, change management and public relations.

The General Manager must skillfully operate in a dynamic and political environment and must build lasting regional partnerships and a culture of performance and continuous improvement.

The ideal candidate will understand water and wastewater system requirements, operations and issues. The ideal candidate will be able to quickly understand technical aspects he or she does not have a background in.

The General Manager will work effectively with the Board, and in partnership with the Board will establish, articulate, and implement a strategic vision for the District. The ideal candidate will be capable of articulating the strategic direction of the District and have the change management skills to develop and implement plans necessary to achieve the District's goals.

## About Cross Valley Water District

The District was incorporated in 1989 and provides Water and Wastewater services. Cross Valley Water District has a service area of approximately 48 square miles and serves a population of approximately 18,000 via 6,700 customer accounts in south Snohomish County, WA.

CVWD purchases water from the City of Everett and the Clearview Water Supply Agency, which comes from the SPADA reservoir. The District also has its own water supply consisting of ten wells and a water treatment plant. The District also supplies sewer service to more than 700 accounts in two service areas.

The District has 13 employees. The General Manager supervises two department heads in the areas of operations and maintenance and administrative services. CVWD has an annual budget of approximately \$5 Million.

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### Qualification Requirements for our Ideal Candidate

Qualification requirements are any combination of training and experience that provides the requisite knowledge and abilities necessary to perform the essential functions of the position. A typical way to obtain these would be a bachelor's degree from an accredited university or college with a major in Public Administration or Civil Engineering or related field. Five years of progressively responsible experience in the supervision or management of a water and/or sewer district or public utility, and with experience working with an elected board, city council, or similar body, and responsibility for planning, development and implementation of programs, budgets, and operations.



### Compensation

Salary range is **\$118,889 - \$159,322 per year, dependent upon experience**. The District offers a very competitive and comprehensive benefits package that includes medical, dental, group term life insurance, long-term disability coverage, State of Washington PERS 2 or 3 retirement plan participation, deferred compensation with an employer match of up to 2%.

### Application Instructions

An application, full announcement, and job description are available at [www.crossvalleywater.net](http://www.crossvalleywater.net) and at our office. Your completed application, cover letter, and resume must be returned in person or by mail to:

**Cross Valley Water District  
Attn: Board of Commissioners  
8802 180<sup>th</sup> Street SE  
Snohomish, WA 98296**

Application must be received by 5:00 PM on April 14, 2017 to be considered during the first review of applicants. This recruitment will remain open and applications will continue to be accepted until the position is filled.

For questions about this recruitment, please contact Lorrie Rogers at (360) 668-6766. Emailed or faxed applications will not be accepted. Prior to employment, a criminal history background check, reference check and credit check will be conducted for the top candidate(s). CVWD is an Equal Opportunity Employer and maintains a drug-free and smoke-free work environment.