

DIRECTOR OF ENGINEERING

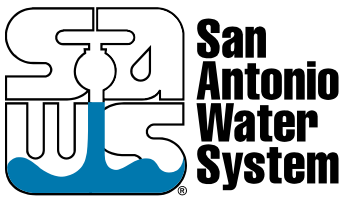
The San Antonio Water System (SAWS) is currently searching for a **Director of Engineering** for the **Development and Infrastructure Planning department**. The Director is responsible for planning, developing, organizing, and directing the department engaged in development services, water and water master planning and operational support. The Director oversees system development including the execution of design and construction of projects, provides senior leadership and project management skills for the successful completion of Capital Improvement Program and projects.

Celebrating more than 25 years of providing water and wastewater services to 1.8 million customers in the San Antonio region, San Antonio Water System (SAWS) continues to set the standard within our industry. SAWS is the national leader in water innovation with the largest direct recycled system in the country, the largest groundwater-based Aquifer Storage & Recovery facility in the nation and was the first in the U.S. in converting methane gas to energy, making this wonderful city ... *Waterful*.

The Director of Engineering reports directly to the Vice President of Engineering and Construction, and works under limited supervision and guidance. The selected candidate will have contact with internal and external customers, SAWS' Board of Trustees, elected officials, policy makers, community leaders, contractors, consultants, industry peers and vendors. The Director of Engineering must communicate effectively, both verbally and in writing, and exhibit high standards of business and personal ethical conduct, leadership, teamwork, attitude, initiative and problem solving. The selected individual will direct, supervise and/or oversee the work of twenty to sixty employees, and exercises fully supervisory authority, and recommends hiring/firing, schedules work, disciplines, develops, trains, and mentors. The selected candidate may be required to travel and work hours outside of their regular work schedule. Working conditions are primarily in an office environment with occasional field visits – the selected candidate may be required to drive a company and/or personal vehicle when performing duties at external locations.

The **Director of Engineering / Development and Infrastructure Planning** performs the following essential functions:

- Forecasts, allocates, monitors, and supervises the human, physical, and financial resources for the assigned area to support the engineering implementation of the Capital Improvement Program (CIP) and projects, forecasts and maintains department budget. Supervises, selects, develops, trains, mentors, evaluates, and determines compensation of personnel.
- Reviews design projects using technical knowledge, experience, and skill to develop and participate in conceptual planning, final design, and construction for SAWS programs; develops and prioritizes projects through interaction and communication with other departments and other public agencies.
- Applies technical, managerial, and negotiation skills to ensure the successful completion of CIP and projects; applies and interprets engineering principles and practices as they relate to design, construction, and implementation of water, wastewater, and recycle projects; applies accepted business management and public administration principles and practices.

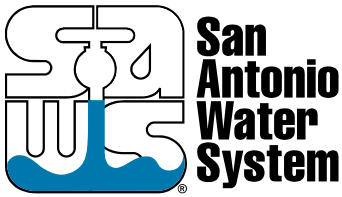


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- Prepares Board items, project briefings, and makes presentations to Senior SAWS Staff, Executive Management, SAWS Board of Trustees, City Council Members, City Senior Staff, general public, stakeholders, and outside entities on proposed CIP and other projects to insure that SAWS goals are met.
- Develops and monitors measures to analyze processes and based on interpreted results acts to refine the processes to improve the department's and/ or SAWS' initiatives overall efficiency.
- Develops policy recommendations for consideration by SAWS executive staff and SAWS Board of Trustees. Develops, recommends, and implements departmental policies and procedures.
- Demonstrates a continuous effort to stay informed on new regulations, innovations, computer technological advancements in design, and trends in the water and wastewater industry.
- Participates in the 5 year planning process, responsible for multiple concurrent projects, and ensures projects within their area of responsibility are awarded in the year they are authorized to be performed.
- Engineering Director works under limited supervision.
- Full supervisory – recommends hiring/firing, schedules work, disciplines, develops, trains, and mentors.
- Responsible for development and oversight of department budget.
- Takes individual initiative in planning and performing work for months at a time.
- Supervises 20 to 60 employees directly or indirectly.
- Develops the infrastructure master plans, participates in conceptual planning efforts, develops and manages growth policy of the utility insuring that policies conform to City of San Antonio planning goals and SAWS strategic interests.
- Oversees system development and related regulations.
- Oversees the development, assignment, and collection of impact fees.
- Provides oversight to operational support planning and implementation of Operations & Maintenance projects for internal stakeholders.
- Interviews, contracts, and manages consultants and contractors to design and build system improvements.
- Examines and evaluates complex data and prepares reports for various regulatory agencies; serves as SAWS representative with federal and state regulators.
- Performs other duties as assigned.

MINIMUM JOB REQUIREMENTS

- Bachelor's Degree in Civil, Mechanical, Electrical, or Chemical Engineering or related field from an institution accredited by a nationally recognized accrediting agency.
- Eight years' experience with engineering programs in water, wastewater, and/or reuse water utilities or related work including five years of experience supervising personnel.
- Licensed as a Professional Engineer in the State of Texas or must obtain within 6 months of employment if licensed in another state.
- Valid Class "C" Texas Driver's License consistent with SAWS Driving Policy.



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Resume review will begin on Friday, January 5, 2018. Salary starts at \$114,036 and increases dependent on qualifications, with generous benefits package including pension and health benefits. Interested applicants should send a cover letter and resume by email only to employment@saws.org, attention Martha M. Medellin, Senior Human Resources Business Partner.