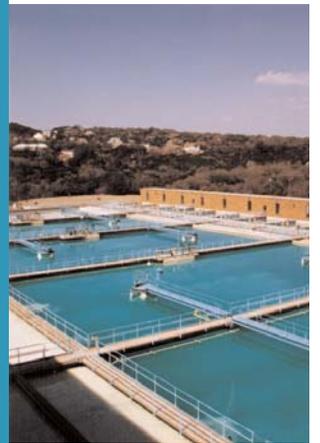


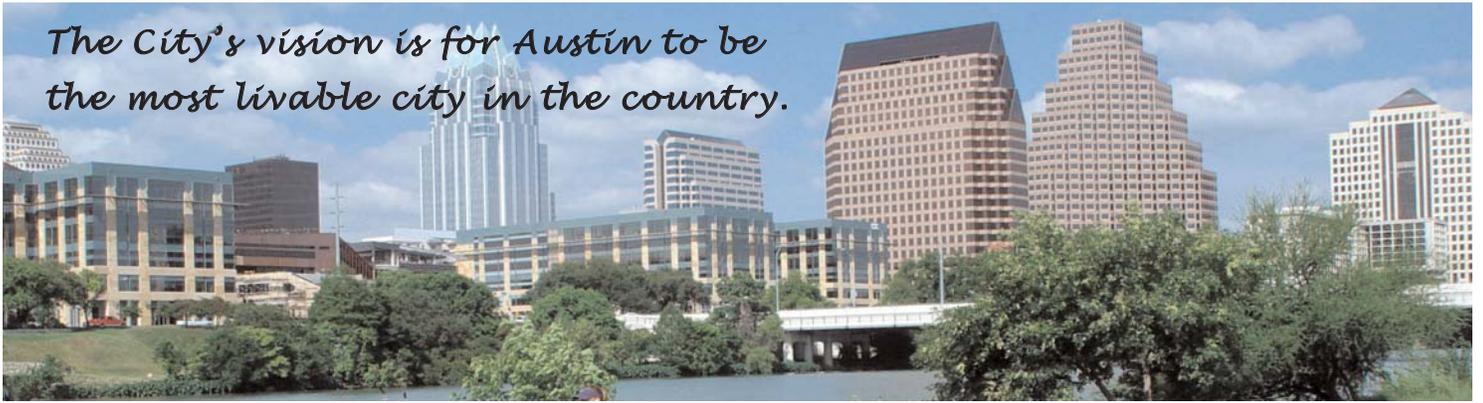
# City of Austin, Texas

**Seeks committed and proven management professionals  
for the position of:**

**Austin Water Utility Executive Director**



*The City's vision is for Austin to be the most livable city in the country.*



## About Austin

Austin, the capital of Texas, is one of the country's most popular cities. It is the 16th largest City in the U.S., the fourth largest City in Texas, and, is surrounded by the natural beauty of the Hill Country. It is a welcoming and friendly city of approximately 700,000 with plenty to offer.

The City's vision is for Austin to be the most livable city in the country. Recent national surveys rank Austin as one of the best places to live, work and play. National Geographic dubbed Austin the "Best Little City in America". The City can be proud of many qualities that make it one of the best. We are recognized as a leading technology center, home to research and development and management of some of the world's best known companies in high-technology. Forbes magazine rated Austin the best place to do business and advance your career.

We are known as the City of Ideas and are proud to have highly educated, skilled and creative professionals. In addition, the City is ranked one of the safest, cleanest and tenth healthiest big cities in America. No where else in the world can you take a stroll through beautiful fields of wildflowers or jog a 10-mile trail around Town Lake, stimulate your mind at a museum devoted to Latino art, take a swim in a spring-fed pool and then watch more than 1.5 million bats fill the sky at sunset.

Yet there is another quality that makes Austin what it is. Whether they are recent transplants or lifetime residents, our residents are passionate about their community. The public takes the opportunity to actively engage in the political, environmental and planning and development activities of the City. Our residents are also generous with their willingness to give back to the community. The City of Austin has an undeniable vibrancy and richness of culture and diversity.

## About the City Government

The City of Austin is a progressive, dynamic, full-service municipal organization operating within a Council-Manager form of government. The Mayor and the six City Council Members, (elected at large for three-year staggered terms) serve as the City's policy-making body and governing board of directors. The Mayor and Council appoint a professional City Manager to serve as the organization's Chief Administrative Officer. The City Manager is responsible for guiding and directing day-to-day operations as well as for providing strategic research, recommendations and management leadership to the City Council on budget, programs, services and policies. The City Manager carries out the organization's administrative responsibilities through a strong team of Assistant City Managers and 28 professional department directors.

The City enjoys a long-standing reputation for excellence. The Mayor, Council and Managers of Austin are committed to their mission of delivering the highest quality services in the most cost-effective manner. A budget of \$2.3 billion allows the City to offer a full range of services that are not typically provided by municipal governments: the City owns and operates its own electric utility – Austin Energy and the acclaimed Austin-Bergstrom International Airport.

The City is committed to excellence in the provision of its services and is one of the most energetic and fast-paced municipal organizations in the country. The City is proud of its diverse workforce that currently numbers 12,000. Employees at all levels of the organization are selected for their posts based on personal and professional qualifications, skills, and abilities. Additional information about the City government, City departments and the community can be found at [www.cityofaustin.org](http://www.cityofaustin.org) and related links.



## About The Department

The Austin Water Utility Director is responsible for the daily operations and strategic planning needed to address water treatment, distribution and conservation, long-term water supply issues, wastewater collection and treatment, utility infrastructure, and planned capital improvement projects. The Director also is responsible for building an effective management team that has the ability to transition the Water Utility into a world class organization.

## Mission

The mission of the City of Austin Water Utility is to provide effective management of water resources for the community in order to protect public health and the environment. This mission is vital not only to the quality of life of residents of the community, but also to a sustainable, vibrant business community.

## Resources & Budget

Effectively managing water resources entails cost efficient, responsive and accountable management of an annual budget of \$342 million, close to \$1 billion in planned capital improvement projects and a diverse workforce of approximately 1,100 employees. The Utility's excellent bond ratings in 2006 not only confirm management success but also help secure a strong financial position for the Utility as it moves forward with major initiatives.

## Water treatment and capacity:

Providing a safe and reliable water supply is a key aspect of achieving the Utility's mission. Three water treatment plants with a combined capacity of 167 million gallons per day, 34 reservoirs, and more than 3,300 miles of water mains ensure that the City's water customers have a clean, consistent supply of water that is treated to superior quality. In 2006, there were almost 200,000 water service connections, and growth projections underscore the importance of Utility efforts to ensure future water supplies through its planning, engineering and conservation programs.

## Wastewater treatment and capacity:

Providing quality wastewater collection and treatment services is an equally important part of the Utility's service to the community. Almost 2,500 miles of sewer mains and 116 lift stations deliver wastewater from over 184,000 service connections to two award-winning wastewater treatment plants with a combined capacity of 136 million gallons per day. As with water resources, the Utility invests significant resources in planning, engineering and conservation (through reuse) to ensure future service needs are met.

Achieving the Utility's mission of protecting the public and environmental health of the community includes maintaining, rehabilitating, and replacing failing infrastructure. Since 2001, the Utility has carried out a major program called the Austin Clean Water Program to prevent overflows from the sanitary sewer system.

## Major Initiatives

The Utility seeks to provide the most effective, responsive service possible to its customers now and in years to come.

### Water Resources Initiatives:

- ◆ designing and constructing a new water treatment plant,
- ◆ decommissioning an existing water treatment plant,
- ◆ implementing an aggressive water conservation program.

### Wastewater Services Initiatives:

- ◆ expanding water reclamation,
- ◆ completing the Austin Clean Water Program,
- ◆ implementing long-term maintenance protocols for preventing overflows,
- ◆ launching a program to assist low-income residential customers with repairs to their private sewer laterals.

All efforts are aimed at providing the most effective, responsive service possible to Utility customers now and in years to come. In many of these endeavors, the Utility Director fosters partnerships to gain the greatest possible benefit not only locally but also regionally.

## About the Director of the Austin Water Utility

The Director of the Austin Water Utility will have the opportunity to shape the culture and future direction of the department and the City. Along with managing the daily operations, a \$342 million budget, 1 billion in CIP funds and 1100 employees, the next Director will:

- ◆ Provide expertise in the planning and directing of large projects including \$1b capital improvement funds budgeted over the next 5 years
- ◆ Be a cutting-edge thinker who combines vision and high standards in the re-engineering of a utility with an aging infrastructure
- ◆ Be a strategist with the ability to see the big picture
- ◆ Have a vision for implementing cutting edge ideas to enhance services of the Utility
- ◆ Lead by personal example demonstrating integrity and a high sense of professional and personal ethics
- ◆ Be a strong and effective communicator committed to building a strong and unified management team
- ◆ Provide a strong sense of moral direction, building consensus across divisions with influence to raise the bar while retaining overall responsibility and accountability for performance to achieve business results
- ◆ Be able to integrate the Utilities divisional functions to enhance the future of service delivery
- ◆ Be able to strengthen the planning, development and technical functions to best utilize CIP funds.
- ◆ Brings experience in and commitment to public outreach, including educating, informing and involving the public.
- ◆ Be skilled in working collaboratively with elected and appointed municipal leaders, staff, business, boards and commissions and the community
- ◆ Be a strong facilitator with consensus building skills when dealing with controversial issues
- ◆ Be able to listen to and balance the needs of the City's diverse, well informed and participatory community regarding environmental values and economic and development growth issues
- ◆ Be aggressive in meeting the current and long-term needs of a rapidly growing metropolitan area through state of the art water conservation and cultivation
- ◆ Possess expertise of the latest national trends and sophisticated methods of addressing long term water supply and treatment capacity issues
- ◆ Be experienced in managing and planning of decentralized water treatment and distribution operations
- ◆ Bring leadership and proven management skills in hiring, team building, mentoring, and retaining of professional staff
- ◆ Ensure compliance with governmental rules and regulations providing testimony with the various regulatory bodies as needed
- ◆ Represent the Utility before City and other regulatory counsels and commissions, associations, the media and funding grantors

### Minimum Qualifications

Requires Bachelor's degree in Engineering, Business or Public Administration or business related field and 10 plus years in a progressively responsible position leading & setting direction within a large public utility organization plus at least 5 years of managerial/supervisory experience. PE certification is desired.

### To Apply:

The position is considered open until filled.



The City of Austin is committed to providing a competitive salary and an excellent benefits package. For more information: <http://www.ci.austin.tx.us/hr/citywork.htm/>

To be considered for the position, please send your resume, cover letter, and salary history to:

**Robert E. Slavin**

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