



*The City of Chesapeake is seeking
an exceptional leader to serve as*

Director of Public Utilities

*and help shape the future
of Virginia's second largest city!*

**Chesapeake is an exceptional place to
live, learn, work, farm, and play!**

City of Chesapeake is an Equal Opportunity Employer.

About Chesapeake

History

Chesapeake, Virginia was established in 1963 after the merger of Norfolk County and the city of South Norfolk. Chesapeake also played a significant role in the founding of America, with the historic Battle of the Great Bridge and construction of the Great Dismal Swamp Canal. Today, Chesapeake honors its position in history with a vibrant present and promising future.



Location & Growth

Adjacent to the world's largest naval base, Chesapeake is conveniently located 20 minutes from the Atlantic Ocean, 15 minutes from downtown Norfolk, and one hour from Colonial Williamsburg and the Outer Banks of North Carolina. With an estimated population of 256,000, Chesapeake is the second largest city in Virginia and one of the 100 largest cities in the United States. As one of Virginia's fastest growing cities, Chesapeake has significant potential for future residential, commercial, and industrial growth.

Economic Opportunity

Chesapeake has all the features businesses seek including talent, infrastructure, and desirable location. Recognized as a strong economic area for business investment, the City provides companies with first-class opportunities for employee recruitment and a great environment to create and grow in their respective industries. New companies and businesses continue to locate to the area and benefit from the abundant resources that Chesapeake offers.



The Organization

The City operates under the Council-Manager form of government with the City Manager having oversight for daily operations. The City government consists of approximately 4,000 employees representing more than 35 departments, supported by an annual operating budget exceeding \$2.2 billion.



Accolades

Chesapeake has received numerous high rankings and accolades from *WalletHub*, including the following:

- ⇒ Consistently ranked among the best run cities in America.
- ⇒ 3rd in Quality of Parks
- ⇒ 8th in Financial Stability
- ⇒ 9th in Education

Position Overview

Under the administrative direction of the City Manager, the Director of Public Utilities directs and oversees multi-disciplinary teams and a diverse employee base in the operation of programs and services for water treatment and distribution, sewer collection, revenue management, inspections and evaluations, contingency planning, safety, and related activities.

Primary Responsibilities

- ⇒ Directs public utilities activities including water and treatment distribution, sewer collection, revenue production, inspections and evaluations, contingency planning, safety, and other activities, processes or programs.
- ⇒ Manages the utilities leadership team that directs division operations and supervises staff (272 full-time employees) including establishing staffing standards, training and providing for technical or professional growth, and ensuring staff competency and completion of operational objectives.
- ⇒ Develops goals, objectives, policy and procedures for City public utilities activities and programs in consultation with regulatory agencies, elected or appointed officials, senior management, department heads, and department staff.
- ⇒ Articulates policies and procedures to all department levels and evaluates to ensure compliance and identify deficiencies.
- ⇒ Monitors and researches trends, emerging methodologies and technologies, as well as applicable laws, regulations, and City policies to develop and enhance public utilities processes and activities. Plans for future expansions to meet growth and service demands.
- ⇒ Develops a \$165M departmental budget, ensures alignment with organizational objectives, and oversees administration of all expenditures to maintain fiscal accountability and compliance .
- ⇒ Oversees administrative matters such as conducting special studies, managing correspondence and records, preparing routine or special reports, and other administrative duties.
- ⇒ Advises and consults with elected and appointed officials, commissions, federal or State regulatory agencies, department heads, staff agencies, developers, civic or private groups, individuals, and others on strategies, policies, procedures, opportunities, and concerns related to public utility services.
- ⇒ Represents the City on regional and local boards or committees and at meetings concerning public utilities related issues; makes presentations to elected or appointed officials, department heads and staff, and other public or private agencies or groups on significant public utility issues or programs.
- ⇒ Responsible for various City water treatment processes to include: Conventional process of coagulation, sedimentation and filtration, surface and groundwater reverse osmosis (RO) membrane treatment and low pressure ultra filtration technology.

Candidate Profile

The ideal candidate will be an experienced utilities professional with a demonstrated record of outstanding customer service, strategic decision-making, strong business acumen, and sound leadership skills. The candidate must be politically astute and an effective communicator. This position requires a strong commitment to continuous quality improvement, collaboration, and performance management. We are seeking a proactive individual with a strong work ethic who will anticipate challenges, recommend innovative solutions, and deliver positive outcomes.

Competitive candidates will be able to:

- Develop and maintain productive relationships with federal, state and local regulators, elected officials, business and community leaders, advisory boards, the news media and the general public;
- Negotiate agreements and/or reach consensus among diverse interests;
- Facilitate and collaborate with staff to determine the most effective and efficient approach to delivering services and resolving issues;
- Serve as a positive role model for customer service, ethical behavior, transparency, dispute resolution and problem solving; and
- Coach and mentor staff to achieve high levels of productivity and accomplishment.



Qualifications

- ◇ A bachelor's degree in civil, industrial, or environmental engineering; business; planning; public administration; or a closely related field.
- ◇ Six (6) years of progressively responsible experience in the operation of wastewater and/or water production facilities.
- ◇ Master's degree and Professional Engineer (PE) license preferred.

Compensation

\$175,000- \$205,000

Starting salary will be commensurate with the selected candidate's qualifications and experience.

Benefits

The City of Chesapeake offers a highly competitive benefit package. For details, visit the following website:

<https://www.cityofchesapeake.net/258/Employee-Benefits>



How To Apply

Interested candidates should apply online at <https://jobs.cityofchesapeake.net>.

Please submit a resume and cover letter as well as the online application.