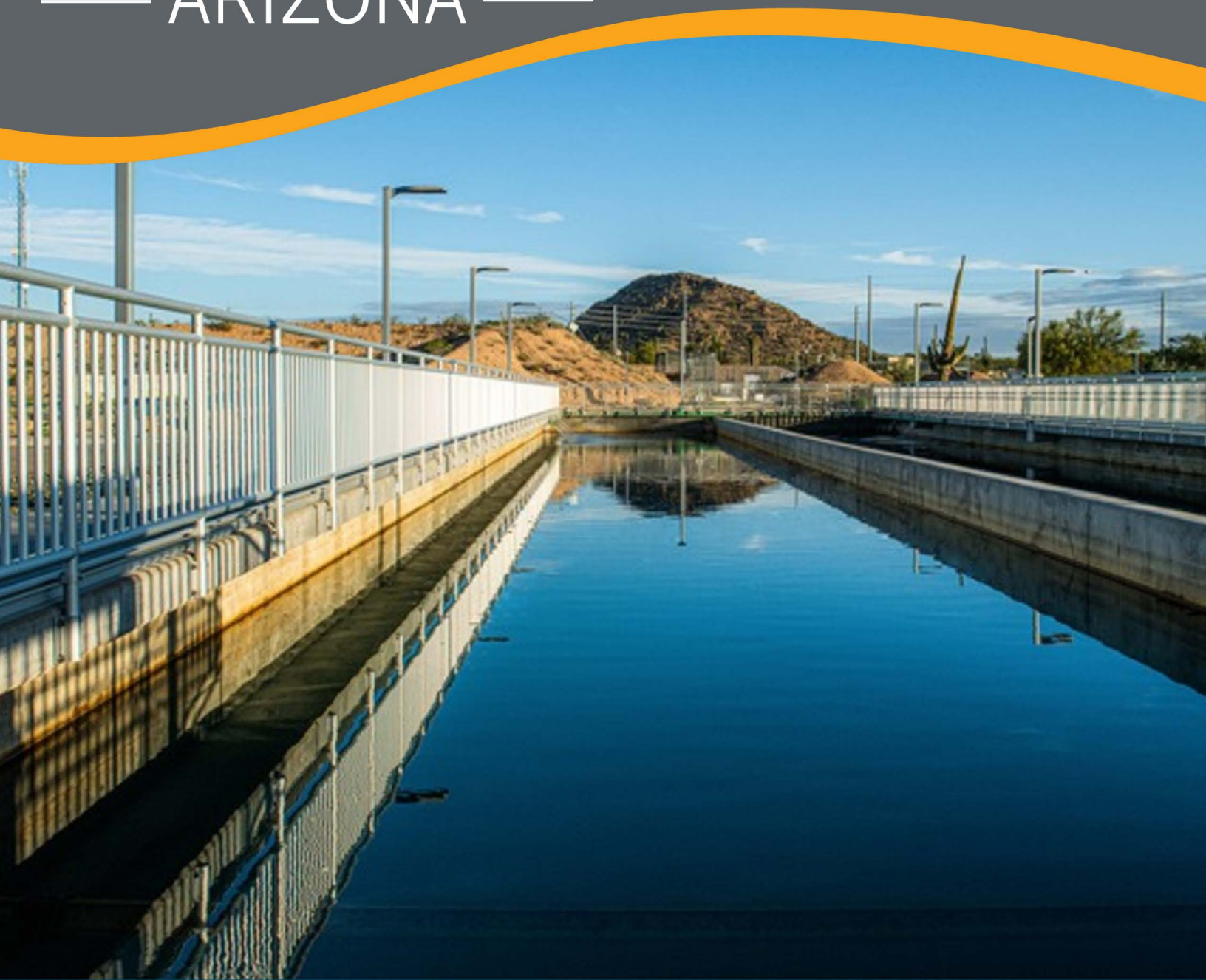


CITY OF
GLENDALE
— ARIZONA —

Glendale
WATER SERVICES



DIRECTOR



JOIN GLENDALE'S LEADERSHIP TEAM

This is more than a utility leadership position—it is an opportunity to shape the future of water services for one of Arizona's most dynamic communities.

If you are an accomplished executive with a passion for public service, strategic leadership, and operational excellence, we encourage you to apply and become part of Glendale's leadership team.



**STRATEGIC
LEADERSHIP**



**SUSTAINABLE
SOLUTIONS**



**COMMUNITY
IMPACT**



MAKE AN IMPACT

The City of Glendale is seeking an innovative, collaborative, and visionary leader to serve as our next Water Services Director. This executive leadership position provides an exceptional opportunity to lead one of Arizona's premier municipal water utilities while shaping the future of water resource management, infrastructure investment, operational excellence, and environmental stewardship.

As the Water Services Director, you will provide strategic leadership for a diverse organization responsible for delivering safe, reliable, and sustainable water and wastewater services to a growing community. Reporting to the Assistant City Manager, you will oversee complex utility operations, lead organizational initiatives, advise executive leadership and elected officials, and guide long-term planning that supports Glendale's continued success.



If you are passionate about public service, innovation, developing people, and building resilient utility systems, we invite you to join our leadership team.



THE ROLE

Reporting to an Assistant City Manager, the Director plans, organizes, and directs all activities of the Water Services Department while providing strategic vision for one of the City's most critical public services.

This executive leader establishes departmental priorities, develops long-range initiatives, manages complex operational and administrative functions, and ensures the delivery of high-quality utility services through effective leadership, innovation, and continuous improvement.

KEY RESPONSIBILITIES



STRATEGIC LEADERSHIP

- Develop and implement the department's strategic vision and long-range plans.
- Foster a culture of innovation, accountability, continuous improvement, and exceptional customer service.
- Align departmental goals with the City's mission, vision, and values.



EXECUTIVE MANAGEMENT

- Lead and develop a diverse management team responsible for utility operations and administrative services.
- Promote employee engagement, professional development, succession planning, and organizational excellence.
- Oversee personnel management, performance evaluation, policy implementation, and employee accountability.



FINANCIAL LEADERSHIP

- Develop and administer multi-million-dollar operating and capital budgets.
- Lead long-range financial planning and utility rate analysis.
- Ensure responsible stewardship of public resources while supporting sustainable utility operations.



COMMUNITY & GOVERNMENT RELATIONS

- Serve as the City's primary representative on water and wastewater matters.
- Advise the Assistant City Manager, City Manager, and City Council.
- Build collaborative partnerships with regulatory agencies, professional organizations, neighboring utilities, and community stakeholders.
- Present technical, financial, and policy recommendations to executive leadership and elected officials.



UTILITY OPERATIONS

Provide executive oversight for:

- Water Treatment
- Wastewater Treatment
- Water Distribution
- Wastewater Collection
- Stormwater Operations
- Meter Reading & Maintenance
- Supervisory Control and Data Acquisition (SCADA)
- Industrial Maintenance
- Asset Management
- Environmental Services
- Water Quality Laboratory
- Conservation Programs
- Warehouse Operations



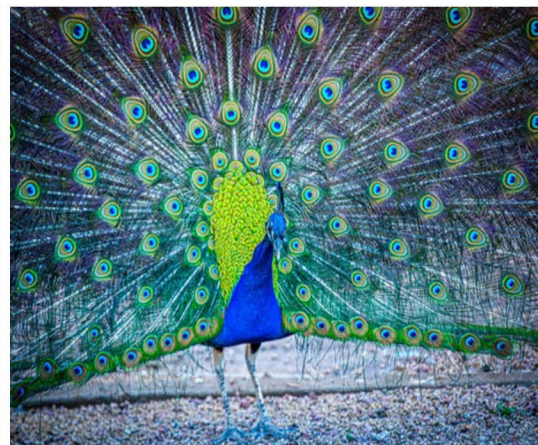
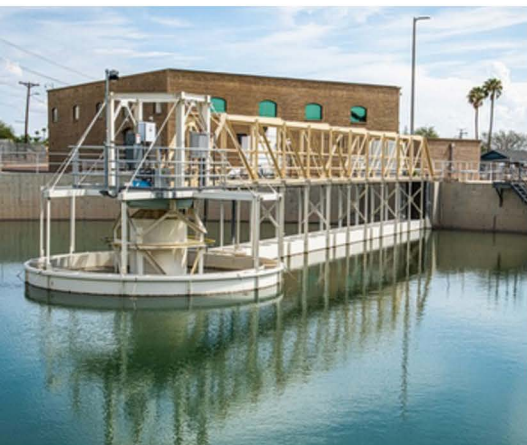
CAPITAL IMPROVEMENT & INFRASTRUCTURE

- Develop a capital improvement plan for rehabilitation and replacement of utility infrastructure.
- Oversee major capital improvement projects supporting community growth and system reliability.
- Advance asset management strategies and long-term infrastructure planning.



REGULATORY COMPLIANCE

- Ensure compliance with all federal, state, and local environmental regulations.
- Promote utility resilience, emergency preparedness, environmental stewardship, and sustainable water resource management.



THE DEPARTMENT

Glendale's Water Services Department has been delivering safe, reliable, and quality water and wastewater services to residences and businesses in the community for over 100 years.



WATER SUPPLY & DELIVERY

13 Billion+

gallons of drinking water annually to over 65,000 residential and commercial accounts

6 Billion+

gallons serving the City of Peoria

61,000+

Sewer accounts collect and treat wastewater to an A+ effluent standard, the highest quality in Arizona, for recharge or reuse.

Water Services

- Three surface water treatment plants
- Two water reclamation facilities
- Partnership in a regional reclamation facility
- Extensive water distribution network
- Wastewater collection system and lift stations
- Storm water collection system

1,100+

Warehouse inventory items for quick access by city departments.



ENVIRONMENTAL STEWARDSHIP

In addition to water and wastewater services, the Department administers the department and citywide Environmental Programs, and the Material Control Warehouse (MCW). The Environmental Programs include: water resources and sustainability, water quality testing, wastewater pre-treatment, storm water quality management, hazardous material management and air quality compliance. The MCW inventories over 1,100 items for quick access by city departments.



FINANCIAL RESPONSIBILITY

The Department has 221 employees, a FY27 annual operating budget of \$90 million, and a capital budget of \$101 million. It generates revenue through rates, service charges, and fees, without relying on sales or property taxes, and operates as an enterprise fund per city policy.

THE IDEAL CANDIDATE

The successful candidate is a collaborative and strategic executive who inspires trust, develops high-performing teams, and embraces innovation.

OUR IDEAL LEADER DEMONSTRATES:

- ✓ Visionary leadership
- ✓ Strong strategic planning abilities
- ✓ Excellent communication and relationship-building skills
- ✓ Political and organizational awareness
- ✓ Sound financial and business acumen
- ✓ Experience leading complex utility operations
- ✓ Commitment to employee development and organizational culture
- ✓ Ability to manage change and lead continuous improvement initiatives
- ✓ Strong decision-making skills during routine operations and emergency situations



STRATEGIC PRIORITIES

- ✓ **AMI** – In the pilot phase of transitioning to city-wide automated metering infrastructure over the next 3 years.
- ✓ **Drought mitigation** – Preparing for drought for several years by adding more groundwater wells, considering advanced water purification options, and expanding capacity in the Salt River system (Bartlett Dam).



MINIMUM QUALIFICATIONS

Bachelor's Degree In:

- ✓ Civil Engineering
- ✓ Environmental Engineering
- ✓ Environmental Sciences
- ✓ Public Administration
- ✓ Business Administration
- ✓ Or a closely related field



AND

Five (5) years of progressively responsible management experience in water and wastewater utilities, preferably within a municipal or public-sector environment.



PREFERRED QUALIFICATIONS

Candidates possessing one or more of the following are highly desirable:

- ✓ Master's Degree in a related field
- ✓ Arizona Department of Environmental Quality (ADEQ) Grade 4 Water Treatment Plant Operator Certification **OR** Wastewater Treatment Plant Operator Certification
- ✓ Arizona Professional Engineer (PE) Registration

COMPENSATION & BENEFITS



The City of Glendale offers a competitive salary and a comprehensive, generous benefits package that focuses on the health and overall well-being of our employees.



For more details on benefits, visit our website www.glendaleaz.gov/benefits.

We **invest** in you as you build your **career**.



SALARY RANGE
\$159,472 - \$239,208
annually, based on experience



GENEROUS TIME OFF

- **Holidays:** 10.5 paid holidays annually
- **Vacation:** 17.25 days annually
- **Sick Leave:** 14.25 days annually



HEALTH COVERAGE

- **Medical:** 3 plans
- **Dental:** 2 plans
- **Vision:** 2 plans
- Flexible Spending Accounts (FSA)



FINANCIAL SECURITY

- **Paid Life Insurance:** Equal to annual salary
- **Disability Insurance:** Short & long term
- **Arizona State Retirement System:** Pension Plan
- **Voluntary 457 Plan:** Pre-Tax and Roth Contributions



GOOD LIFE WELLNESS PROGRAM



EARN PREMIUM DISCOUNTS AND REWARDS



ONSITE HEALTH SCREENINGS

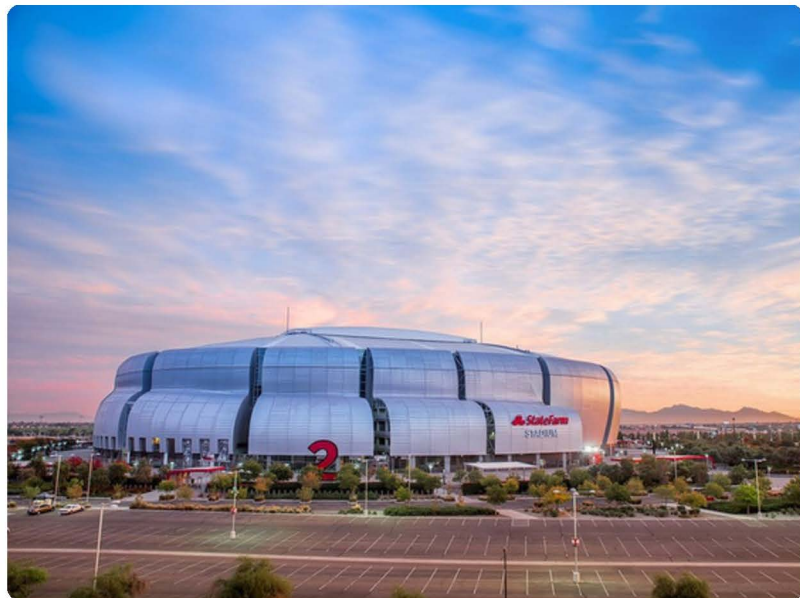


WELLNESS EVENTS



GLENDALE COMMUNITY

Glendale, Arizona, is a vibrant desert community with over 300 sunny days a year, covering 60 square miles and housing over 250,000 residents. As the sixth largest city in the state, it offers affordable homes and family entertainment, making it a sought-after location. The city features a prominent sports and entertainment district, home to the NFL's Arizona Cardinals, as well as MLB spring training facilities. Glendale hosted Super Bowl LVII in 2023 and has previously held multiple major events, including two Super Bowls and various concerts.



THE ORGANIZATION

The City of Glendale operates under a Council-Manager form of government. Citizens elect the Mayor-at-large, with the six Council Members elected by geographic districts. The Mayor and Council Members all serve four-year terms. The City Manager, Clerk, Attorney, and Presiding City Judge are appointed by the Mayor and Council.

With over 2,000 employees and a FY 2026-2027 budget of \$1.41 billion, Glendale is a full-service, progressive city. Services include police and fire protection; water, sewer, and sanitation services; the construction and maintenance of highways, streets, public facilities, and other infrastructure; and recreational activities and cultural events.

Maricopa County is one of the fastest growing counties in the country. Most of the growth in the next 25 years in the Phoenix area will occur in the "West Valley," with Glendale at the epicenter. In 2016, voters approved Envision Glendale 2040, an update of the City's General Plan.



For more information, visit the City of Glendale's website www.glendaleaz.gov.

Apply Now

Candidates should apply by August 31, 2026.
Scan the QR code or visit our website.



www.governmentjobs.com/careers/glendaleaz



We improve the lives of the people we serve every day.
Community * Integrity * Excellence * Innovation * Learning