



Vice President of Water Operations Job Posting January 2024

Columbia Power & Water Systems (CPWS) is a public utility proudly serving the citizens of Columbia and Maury County Tennessee since 1939. CPWS is recruiting a Vice President of Water Operations who will be responsible for operational oversight of the water division, provide long-term technical direction for CPWS' water system infrastructure, and will be responsible for the delivery and management of safe and reliable water services to CPWS customers. This position oversees a budget of approximately \$20,000,000 annually and supervises approximately 45 full-time personnel through two direct reports.

The next Vice President of Water Operations will play a critical role in executing plans for significant infrastructure development CPWS has planned in the upcoming years. Plans include construction of a new water supply intake from the Duck River, a highly protected and diverse water resource, and a new water treatment plant. Both projects are expected to embolden drought management plans and further prepare for the city's ongoing population growth.

Key responsibilities:

- Responsible for the supervision and general operations of the Water Distribution and Water Treatment functions of CPWS.
- Responsible for all CPWS water operations activities ensuring a smooth, functioning, and efficient organization.
- Responsible for overall management and technical operations of the water system.
- Manage financial aspects of the organization's Water Distribution, Water Treatment, Water Engineering, and Water Metering Shop, including purchasing, budgeting, and budget review.
- Responsible for quality and stability in service by conducting routine inspections and integrating necessary controls, procedures, and continuous improvement initiatives across the departments.
- Serves as initiator for departmental communication, ensuring comprehensive content and transfer of information across members of the department.
- Evaluates performance of employees for compliance with established policies and objectives of the company and contributions in attaining objectives.
- Oversees system maintenance, improvements and distribution/plant construction which includes but is not limited to the CPWS Long-term Water Supply Program.
- Responds to customer concerns and ensures department promotes a positive image of CPWS.
- Responsible for ensuring compliance with applicable OSHA and TDEC standards.

Candidate Requirements

A bachelor's degree in civil, environmental, mechanical, or other related engineering field, from an accredited program, is required. Candidates must have a State of Tennessee Professional Engineers (PE) License or the ability to obtain one with reciprocity within 6-months of employment. A minimum of 15 years' experience with increasing responsibility in water utility engineering and/or management is required. In addition, candidates must have a minimum of 5 years' supervisory experience. Candidates must be able to maintain a valid Tennessee driver's license throughout employment. A State of Tennessee Grade IV Filtration License and/or State of Tennessee Grade II Distribution License or similar licenses are preferred. Familiarity with ArcGIS, InfoWater or similar is strongly preferred.

The ideal candidate will have a deep knowledge of water treatment and distribution systems. Exceptional project and program management abilities, along with experience making significant high-profile decisions and recommendations are critical for this role. In addition, proven experience managing financial and fiduciary operations, policies, and decisions with the transparency and accountability required of a public agency is required. Candidates should also have a track record of negotiating vendor, supply, and other critical utility agreements.

The successful candidate will need to be a leader who is approachable, possesses a strong customer service and public service mentality, both of which are critical in this position to effectively manage relationships with key stakeholders.

Safety is of utmost importance for CPWS. Candidates should have a consistent track record of developing a safety-focused culture within their teams.

Finally, the Vice President of Water must reside in the CPWS service area. Relocation to the service area within 12 months of offer acceptance is required. Relocation assistance may be considered.

Compensation Package

CPWS offers competitive compensation and benefits. Highlights of the benefits included in this package are healthcare, dental, and life insurance plans with all premiums funded entirely by the employer. CPWS also offers a 401(k)-retirement plan to all eligible employees after one year of service. The plan allows elective deferrals from 4% to 75% of compensation and CPWS contributes 8% of compensation to the plan. Employer contributions are subject to a five-year vesting schedule with the entire fund vesting at five years of service.

To Apply

Interested candidates should apply on our website www.cpws.com. Please reach out to Aimee Hull, Vice President of Human Resources, with any questions aimee.hull@cpws.com.

About CPWS

CPWS provides water to over 25,500 customers in Columbia and much of Maury County and CPWS provides electric power to over 35,400 homes and businesses throughout Maury County and parts of Williamson County. Just over 7,000 customers within the Columbia city limits enjoy broadband through CPWS.

CPWS is an Equal Opportunity Employer and candidates are expected to bring with them experience of furthering diversity in the workplace.