

City of Savannah

Invites your interest in the position of
Water Resources Director



The City of Savannah is seeking a visionary ***Water Resources Director*** to lead an innovative, customer service-oriented, and forward-thinking **Water Resources Department**. The next director will have well-developed leadership and team building skills to lead a department of staff with deep technical skills. Effective candidates will also have outstanding project management competencies and lead with a customer service focus that effectively coordinates with all internal departments in the City, external stakeholders, and will work collaboratively to meet City goals.

The Community:

As America's first planned city, Savannah boasts historic architecture, luxurious parks and a government culture that aims to build upon its early success in providing superior planning, infrastructure, and services for its citizens and visitors. In addition to its assets as a city, Savannah offers great weather, nearby beaches, and a tradition of hospitality and cultural offerings. Savannah is home to a vibrant arts and cultural scene that plays host to over 200 festivals each year focused on a variety of themes including music, food, and film. A growing Savannah Music Festival has garnered international acclaim as performers from Savannah and all over the world showcase talent in a variety of musical genres. The City is committed to promoting numerous festivals and special events throughout the year and is particularly known for its St. Patrick's Day celebration.

Savannah has a diverse economy consisting of manufacturing, one of the fastest growing seaports in the nation, tourism, regional medical services, and the military. Retail and service businesses are also important factors.

Savannah's warm weather allows participation in outdoor activities year-round. The city has more than 100 public recreational neighborhood parks, 13 swimming pools, more than 70 athletic fields, more than 75 basketball courts, 50 tennis courts, 2 public golf courses, and a marina. For boating, fishing and swimming enthusiasts, Savannah offers marinas throughout the 420 miles of navigable waters and 87,000 acres of tidal marshland, as well as the Intercoastal Waterway. Tybee Island is Savannah's public beach and is located approximately 20 minutes east of the downtown area.

With its well-preserved history, fascinating architecture, natural beauty, unique squares and mild climate, Savannah is a splendid spot for sightseeing. We boast the nation's largest National Historic Landmark District. Savannah has been voted one of "The World's 30 Friendliest Cities" and the fifth "Best Small City in the United States" according to Condé Nast Traveler's Reader's Choice Awards. In 2019, Forbes named the City of Savannah as "one of the best employers and top local government in the State of Georgia." Savannah has earned its reputation and has received accolades: USA Weekend Magazine declared Savannah one of the "top 10 Most Beautiful Places in America." The New York Times named us one of the "World's Top Ten Trendy Travel Hot Spots." Conde Nast Traveler picked us as a "Top 10 U.S City to Visit." Southern Living placed us as second on its "Best Southern City" list. Outlook Magazine called us one of the "Top 25 Places to Live and Work." This is a wonderful community for your next career move.

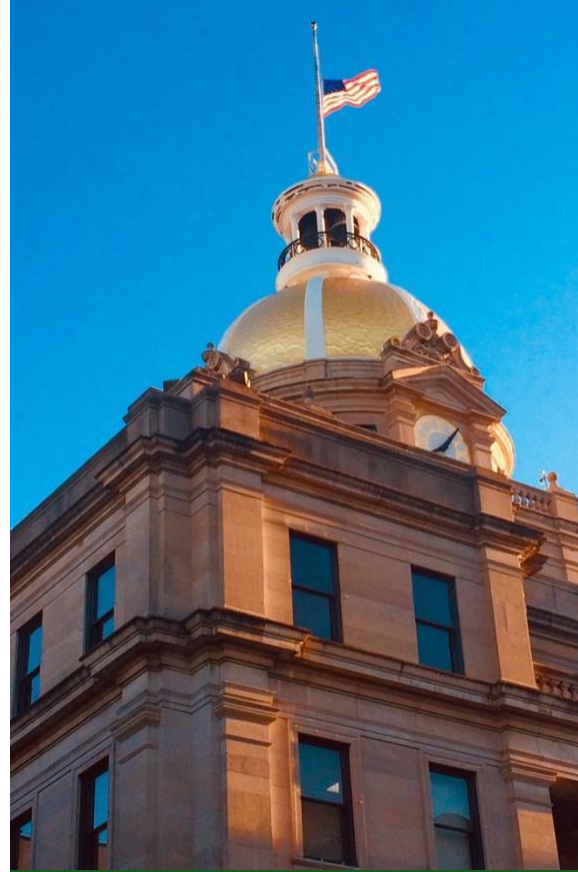
With over 146,000 year-round residents, the population of Savannah also includes the students of four colleges and universities offering bachelor's, master's, and professional or doctoral degree programs: Georgia Southern University-Armstrong Campus, Savannah College of Art and Design (SCAD), Savannah State University, and South University. With six distinct historic districts, coastal beaches, and a globally recognized food and art scene, tourism is a major driver in the economy with over 14.5M visitors in 2018. Home to the Port of Savannah, nearby Fort Stewart – Hunter Air Base, International Paper, Gulfstream Aerospace, Titlemax, and others; Savannah's economy is diverse and robust.

Organization Overview:

The City of Savannah operates under a Council/Manager form of government with a budget of \$414.5M, AA+ bond ratings, and over 2400 employees working across 26 departments. There is a strong commitment to data and transparency. Please view [this video](#) from the Mayor about how the data matters.

Water Resources Department and Position Overview:

The City Manager realigned the Water Resources Department in 2020 which now consists of six divisions: Water Department, Sewer Department, Distribution, Engineering and Planning, Stormwater, and an administrative team with specialties in contract coordination, environmental management, and special projects.



Key Priorities for the next Director include:

- developing a culture of teams and collaborative leadership across divisions within the department as well as across City departments and key external stakeholders;
- evaluating staffing needs and ensuring diversity among employees who have the training and continuing education to be maximally effective in current and future positions as a part of ongoing performance excellence and succession planning;
- investigating, educating, and recommending methods to fund stormwater infrastructure and maintenance;
- continued work with department leaders, who are leaders in the region and state, on managing the complex issues related to changing weather patterns and the resulting environmental impacts;
- developing a philosophy of long-range and strategic planning to manage a large number of ongoing capital improvement projects, capacity evaluations, and long-range planning for water, wastewater management, and stormwater; and,
- developing public education initiatives to inform citizens and elected officials about water resource issues, particularly in recently annexed areas.

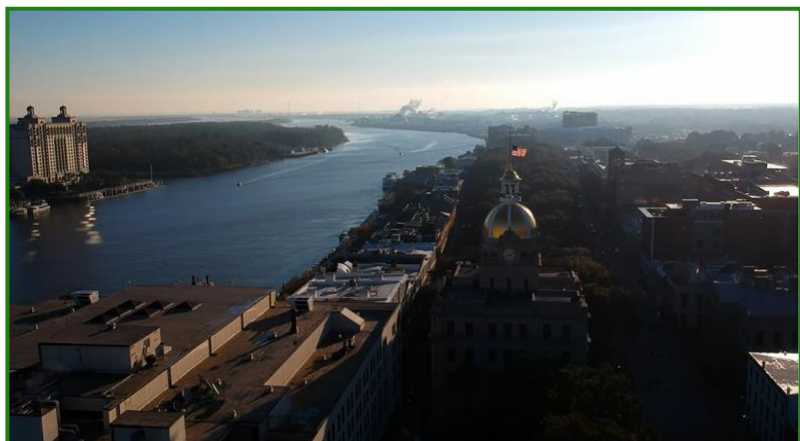
More information about the department can be found [here](https://www.savannahga.gov/505/Public-Works-Water-Resources) (or by copying and pasting <https://www.savannahga.gov/505/Public-Works-Water-Resources> into your browser).

Reporting to the Chief Infrastructure and Development Officer (CIDO), the Water Resources Director will oversee a department with 334 employees working in diverse and complex operations and capital programs related to Wastewater Treatment, Storm water conveyance, Water distribution and Water Sewer conveyance, Industrial Pretreatment, Fats, Oils & Grease Programs, Sewer Televising and Inspections, and a Wastewater Laboratory. This position is responsible for implementing comprehensive water resources for the city, overseeing projects to ensure compliance, and guiding the vision of the Water Resources Department.

With a water and sewer budget of \$43.3M, stormwater of \$6.0M, a five-year capital plan totaling \$94M budgeted for water and sewer projects, and \$71.2M budgeted for stormwater drainage improvement projects, the director oversees a department that interfaces with other departments in the City and has extensive external contact with citizens, business leaders, builders and developers.

Savannah Water Resources provides service to 80,000 accounts. Drinking water is pumped from either the Floridian Aquifer or the Savannah River. Water pumped from the Savannah River is pumped to the Industrial & Domestic Water plant on highway 21 for treatment. Water is also withdrawn from 42 deep Floridian Aquifer wells for water supply. The City of Savannah supplies roughly 34 million gallons of clean drinking water to its resident. The City of Savannah delivers clean water to residents through 800+ miles of water distribution infrastructure.

Used water is pumped to one of four treatment plants using 165 lift stations and 700 miles of sewer infrastructure. The City of Savannah owns and operates four water reclamation facilities (fifth under construction) that range in treatment capacity from 3 to 27 million gallons per day. The largest of the four water reclamation facilities supplies reclaimed water to one of three local golf courses for irrigation.



The successful candidate has a proven track record and is:

- a silo breaker committed to building a cohesive team throughout the department as well as to developing individual employees;
- proactive in building collaborative external relationships with the Georgia Department of Transportation, contractors, developers, engineers, architects and business leaders to effectively meet City goals and building internal relationships within the Water Resources Department as well as other City departments;
- adept at developing an excellent customer service culture for internal and external customers while supporting and advocating for employees and the department;
- experienced in proactively leading water utilities strategically, not just operationally and reactively;
- outstanding at public relations, community engagement and the ability to interact with people from diverse backgrounds;
- knowledgeable of theory, principles, practices, and techniques of water and wastewater utilities;
- knowledgeable of applicable federal, state and local law, codes and regulations governing the administration of public utilities functions and activities, including interlocal service agreements and public administration in general;
- an experienced project manager who is adept at overseeing utility-related construction and infrastructure projects;
- resourceful in finding or developing innovative solutions to meet workload demands with reduced staff in a tight budget climate;
- an effective listener who seeks input from relevant parties, realistically assesses plans and consistently communicates;
- a principled leader who values accountability while holding realistic and fair expectations of self and others;
- an effective communicator, including one-on-one communications, small groups and public speaking, who confidently and persuasively engages citizens, community groups, staff, and elected officials; and,
- a lifelong learner who maintains knowledge of trends and initiatives regionally and nationally.





Qualifications:

- Bachelor's Degree required in Civil Engineering, Public Administration, Hydrology & Water Management, Environmental Engineering or related field; Master's Degree preferred.
- Six (6) years of experience in upper level management; or any equivalent combination of education, training, and experience.
- Certified Professional Engineer (PE) is desired, but not required.
- Ability to obtain Georgia Class I Wastewater Treatment Operator License within eighteen (18) months.
- Must possess a valid driver's license.



Salary and Benefits:

The starting salary will be between \$165,000 and \$169,000, this includes the COLA July 1, 2022 with an additional performance-based bonus at six and 12 months. The City offers a comprehensive benefits package including health insurance, retirement options and relocation expenses.

Found [here](#). (or by copying and pasting

<https://www.savannahga.gov/DocumentCenter/View/17274/2020-Employee-Benefits-Guide?bidId=>)



To apply, go to

<https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – **Water Resources Director – Savannah** link. To learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>). It is not sufficient to send only a resume. Resumes and cover letters should be uploaded with the application. The position is open until filled. Interviews with the Leadership team will follow applicant screening.

All *inquiries* should be emailed to hiring@developmentalassociates.com Savannah is an Equal Opportunity Employer. Developmental Associates, LLC is managing the recruitment and selection process for this position.

