



City of Goldsboro, NC

Invites your interest in the position of

Public Utilities Director



Military Community Seeks Public Utilities Director

The City of Goldsboro, NC is seeking an experienced and adaptive local government leader to be their next Public Utilities Director. The next director will be outstanding in project management and lead with a customer service focus that effectively coordinates with all internal departments in the City, external stakeholders, and works to meet City Council established goals. The Utilities Department works diligently to maintain excellence in protecting the health, safety, and welfare of Goldsboro's employees and residents.

About the Community:

Located in Eastern North Carolina, between Raleigh and the coast, Goldsboro is a destination with rich culture and deep military and agricultural roots. The City of Goldsboro became the county seat for Wayne County in 1847 and has expanded to an area encompassing over twenty-five square miles with a transportation center for the area's agriculture industry. Conveniently located on US 70, Goldsboro is within 30 minutes of the I-40 and I-95 corridors.

Goldsboro is home to Seymour Johnson Air Force Base, Cliffs of the Neuse State Park, award-winning historic downtown, Wings Over Wayne Air Show (NC's largest free air show), and will soon add Mt. Olive Pickle Company to its local industries. With temperate climate year-round, Wayne County is located on the NC Barbeque Society Historic Trail and the Mountains to Sea Trail. Residents and visitors can enjoy live music downtown, the iconic Paramount Theater, farm tours, craft beer, boutique shops, signature restaurants, F-15E Strike Eagles soaring across the sky, and multiple outdoor recreational and leisure opportunities.

About the Organization:

The City of Goldsboro operates under a Council/Manager form of government. The City has approximately over 500 full and part-time seasonal employees working across 15 departments with an annual operating budget of more than \$68.4M across all funds. The City tax rate is \$.68 per \$100 of assessed evaluation.

The City's values of professionalism, integrity, and customer-focus are critical success factors for achieving the city's target goals. The most current reaffirmation of the Strategic Plan can be found at <https://www.goldsboronc.gov/public-affairs-department/strategic-plan/>. The City also prides itself on community engagement and offers multiple ways for the community to become involved and stay informed with a Citizen's Academy and seven Advisory Boards and Commissions.

The City's strategic focus areas that guide staff in developing and implementing the annual budget and work plans include:

- Safe and Secure Community
- Strong and Diverse Economic
- Exceptional Quality of Life
- Racial and Cultural Harmony
- Model for Excellence in Government

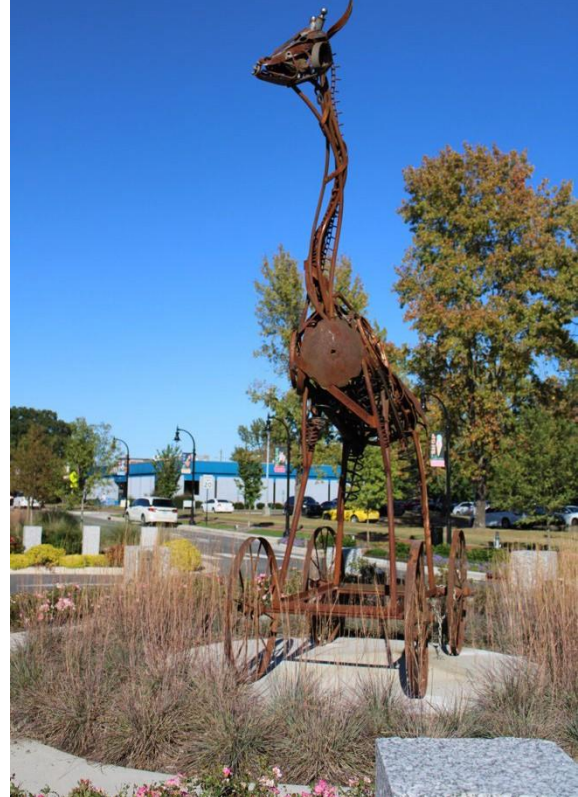
More information about the services provided by the City of Goldsboro can be found at <https://goldsborongov/>.

Position Overview:

Reporting to the Assistant City Manager, the Public Utilities Director will oversee a department with 36 employees working in three divisions: Water Treatment Plant, Compost Facility, and Water Reclamation Facility/Wastewater Treatment Plant. NOTE: This position does not currently oversee water collection and distribution which fall under the Public Works Department. With a budget of approximately \$20 million for water and sewer, 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.

Qualifications:

Requires a minimum of a bachelor's degree in civil engineering, biology, environmental sciences, or related field and 10 years of breadth and depth in water/sewer utilities and stormwater experience, including a minimum of 5-7 years progressive supervisory experience in utilities management; or an equivalent combination of education and/or experience. A valid North Carolina driver's license is required, along with Possession of a Grade IV certification in wastewater treatment, Class A for surface water treatment by the State of North Carolina or the ability to obtain both within four years of hire date. Possession of a Spray Irrigation and Land Application certifications also desired. PE licensure is strongly preferred along with local government familiarity.



Key Priorities:

- overseeing ARPA grant-funded water and sewer infrastructure projects through the application of systematic and strategic project management principles including identification of metrics, action plans, and scope management while applying sound decision-making and judgment to ensure delivery of project outcomes on time and on budget;
- expansion of the City's water reclamation facility;
- working with leadership to develop and implement a master plan for siting a new water plant to relocate the current Roberts filter plant out of a flood plain;
- working with leadership to evaluate rate study results, determine best steps to meet infrastructure needs, and future growth demands while helping manage utility operations at current lean levels of resources and funding until new revenues become available.
- developing public education initiatives to inform citizens about water and sewer issues; and,
- proactively responding to the challenge of recruiting and retaining staff while creating a culture that ensures diversity among employees who have the training and continuing education to be maximally effective.

More information about the department can be found by copying and pasting <https://www.goldsboronc.gov/public-utilities/> into your browser.

The successful candidate has a proven track record and is:

- 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;
- an effective team builder, equally committed to building a cohesive team throughout the department as well as to developing individual employees;
- outstanding at public relations and community engagement with the ability to tactfully engage with people from diverse backgrounds;
- resourceful in finding or developing innovative solutions to meet workload demands;
- 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 administration and public utilities functions and activities, including interlocal service agreements;
- 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 in 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.

Salary and Benefits: The hiring range is \$103,264 to \$120,456. Base salary and compensation are negotiable based on experience and qualifications. The City offers a comprehensive benefits package (<https://www.goldsboronc.gov/wp-content/uploads/Employee-Benefits-Summary-2020.pdf>).

To apply, go to

<https://www.governmentjobs.com/careers/developmentalassociates>

and click on the **Utilities Director – Goldsboro** link. To learn more about the selection process, visit Client Openings at:

<https://developmentalassociates.com/client-openings/> and scroll to the bottom of the page for important job applicant information.

All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the City's portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. Application review begins April 18, 2022. Finalists will participate in virtual interviews and skill assessments on May 17-18, 2022 which will take 3-4 hours of time not including preparation. Interviews with the City Manager will follow at a subsequent time.

All *inquiries* should be emailed to:

hiring@developmentalassociates.com. The City of Goldsboro is an Equal Opportunity Employer.

The recruitment and selection process is being managed by [Developmental Associates, LLC](#).

