



TOWN OF

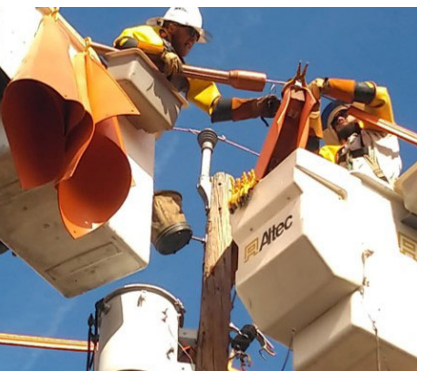
# GRANITE FALLS

*North Carolina*

## THE TOWN OF GRANITE FALLS

Invites Your Interest in the Position of

# PUBLIC UTILITIES DIRECTOR





## Position Closes May 30, 2026

The desirable western NC Town of Granite Falls is seeking a dynamic, personable, and experienced public works/utility professional to lead the Public Utilities Department as its next **Public Utilities Director**. Town leadership invites you to apply for this valuable position if you...

- have demonstrated success leading utility and public works operations, capital projects, and departmental priorities in a resource-conscious environment;
- are a strategic thinker who effectively plans for the long-term needs of aging infrastructure while supporting continued growth and increasing service demands;
- value teamwork, communication, and staff training and development, and are energized by the opportunity to build on a culture of strong morale and collaboration; and,
- are an effective communicator and collaborator known for working cohesively with staff, Town leadership, and the community to advance key initiatives and achieve service delivery goals.

The next Granite Falls **Public Utilities Director** is highly-skilled and effective in project management, and is responsible for overseeing operations of the Town's infrastructure: Water Treatment Plant: 2.5 million gallons per day (MGD) capacity; Water Distribution: 70 miles of water mains and three elevated storage tanks that serve 2,300 residential and 300 commercial customers; Wastewater Collection: 52 miles of wastewater pipe; Wastewater Treatment Plant: 0.9 MGD capacity; and, 19 wastewater pumping stations, 35 miles of streets, and 6 miles of sidewalks.

This position is for the service-minded professional who maintains professionalism under pressure, establishes roots in an organization, invests in the community and takes pride in providing essential services to community residents. Granite Falls' next **Public Utilities Director** is a visionary leader who will have the privilege of strengthening the Public Utilities Department's strategic planning efforts, improving infrastructure systems, and enhancing operational efficiency while maintaining reliable service delivery.



*In winter, the Public Utilities Department is critical in maintaining services and coordinating response efforts to keep the community safe and operational during severe weather.*

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*Cover photos: Essential services at work in Granite Falls—from operations at the Town's Water Treatment Facility (top photo) to field crews maintaining utility lines and public works vehicles supporting daily operations, all working together to deliver safe, reliable infrastructure for the community (bottom photos)*

## About the Community:

Located in western North Carolina in Caldwell County, Granite Falls sits in the foothills of the Blue Ridge Mountains and serves as the southernmost municipality in the county. Just five miles from Hickory, the Town is conveniently positioned near major transportation routes, including U.S. Highway 321, and within easy reach of both Hickory Regional Airport and Charlotte Douglas International Airport. The Town is home to roughly 5,000 residents and is surrounded by the scenic landscapes of Caldwell County, known for its rolling hills, rivers, and proximity to the mountains, offering a blend of small-town charm and natural beauty.

Established in 1791 and incorporated in 1899, Granite Falls has deep historical roots tied to early industry and natural resources. The Town takes its name from the falls and massive granite boulders along Gunpowder Creek, where early settler Andrew Baird built a successful iron works in the 1790s. Today, that history is preserved at the [Granite Falls History and Transportation Museum](#), housed in the historic Baird House, one of the oldest homes in the county.

Granite Falls' location provides convenient access to destinations such as Charlotte, Asheville, Blowing Rock, and the Blue Ridge Parkway, while still offering a peaceful, community-oriented environment. The Town has benefited from steady residential growth due to its affordability and proximity to Hickory, along with increasing commercial development along the Highway 321 corridor.



Blue Ridge Outdoors



*Visitors enjoy scenic river views and walking trails at nearby Riverbend Park, highlighting the region's natural beauty (top); swimmers relax and stay active at the pool at William B. Shuford Recreation Center (middle), offering a refreshing space for recreation and community fitness; families cool off at the Granite Falls Splash Pad, a fun, interactive water feature for all ages (below).*





Outdoor recreation is a defining feature of the area, supported by immediate access to both Lake Hickory and Lake Rhodhiss, which border the Town and provide opportunities for boating, fishing, and kayaking. Within town, both Lakeside and Neighborhood Park provide additional greenspace, walking trails, and picnic space. The [William B. Shuford Recreation Center](#) is a cornerstone of the Town's parks system, featuring a swimming pool, fitness rooms, tennis courts, gymnasium, multi-purpose fields, and an ADA-accessible playground, along with recent upgrades and ongoing enhancements that continue to expand its offerings. Nearby, [Riverbend Park](#) offers miles of trails for hiking and biking along the river, and [South Mountains State Park](#) (below) provides a more expansive outdoor experience with waterfalls, backcountry camping, and mountain scenery.



Granite Falls' downtown area is centered around its town square, where a large granite slab monument (left top) reflects the Town's namesake and history. The downtown district includes locally owned shops, restaurants, and distinctive architecture that contribute to a welcoming, small-town atmosphere. The Town is also home to unique attractions such as the Antique Vending Company showroom, which houses one of the world's largest collections of soda pop memorabilia (left).

The region is supported by access to healthcare providers and medical facilities in nearby Hickory and Lenoir, while educational opportunities include Caldwell County Schools along with nearby institutions such as Caldwell Community College and Technical Institute, Catawba Valley Community College, and Appalachian State University. Median household incomes are in the mid-\$50,000 range, and relatively affordable housing continues to attract new residents.



## About the Organization, Department and Position:

The Town of Granite Falls operates under the [Council-Manager](#) form of government and is governed by an elected Mayor and six-member Town Council serving staggered four-year terms. Guided by its mission “to build community pride and enhance the quality of life for all citizens by providing timely, cost-effective services delivered honestly, professionally, and respectfully”, the Town nurtures a culture that is focused on service excellence.

Granite Falls employs 82 full-time and part-time staff along with 63 seasonal staff and delivers a full range of municipal services through departments including administration, police, fire, public works, and parks and recreation. In addition to general government functions, the Town operates enterprise services such as water, sewer, and electric utilities. The adopted [FY 2026 operating budget](#) totals approximately \$19.4 million (\$8.1M General Fund, \$3.9M Water & Sewer Fund, and \$7.2 Electric Fund) representing an 8.4% increase over the prior year to support strategic priorities and service needs. Learn more about the Town of Granite Falls [here](#).

The Public Utilities Department is responsible for the maintenance and operation of Granite Falls’ critical infrastructure systems. Organized into two primary divisions—Street/Sanitation and Water/Wastewater—the department delivers a wide range of essential services that support daily operations and long-term community sustainability. In addition, the Public Utilities Department is responsible for stormwater management, fleet maintenance, capital improvement project support, and emergency response related to public infrastructure. The Granite Falls Public Utilities Department is committed to operating efficiently and effectively while providing the best possible services to the Town’s residents. Learn more about the Public Utilities Department [here](#).



*Public Utilities crews in Granite Falls respond to community needs year-round—from snow removal operations that keep streets safe to utility line work that maintains critical infrastructure—together reflecting the department’s commitment to reliable service, efficient operations, and emergency response support for residents.*

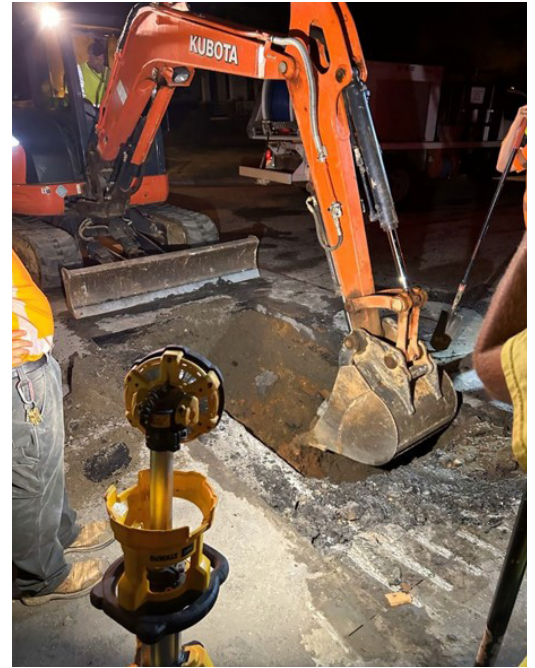
Reporting to the Town Manager, the **Public Utilities Director** oversees a department of 22 employees, including 20 full-time and 2 part-time staff, and supervises four direct reports: the Street Crew Leader, Water and Sewer Crew Leader, Water Treatment Plant Supervisor, and Wastewater Treatment Plant Supervisor. The **Director** is responsible for the leadership, planning, and operation of the Town's public works and utility systems, including water treatment and distribution, wastewater collection and treatment, solid waste services, and the maintenance of streets, sidewalks, and stormwater infrastructure. The department has an adopted FY2026 budget of \$4.6M.

The **Director** leads capital improvement planning and execution, including development and annual updates to the Town's 5–10-year Capital Improvement Plan, and provides leadership for major operational and system improvements across the department. Responsibilities for the next **Director** include establishing performance goals; developing and managing operating and capital budgets; and ensuring staff are trained and supported to work safely and efficiently. The position also provides oversight of field operations, equipment and fleet management, and service delivery, while coordinating with other Town departments, contractors, engineers, and vendors on infrastructure projects. Additional responsibilities include prioritizing capital needs and presenting funding requests to the Town Manager and Town Council, ensuring compliance with applicable state and federal regulations, recommending policies and procedures, and responding to inquiries from the public and Town Council.

Following the hiring of the next **Director**, the Town anticipates adding an Assistant Public Utilities Director to support key initiatives and enhance departmental capacity.

### Key Position Priorities:

- Successfully lead the process of introducing, training and implementing the following systems to support sustainability, asset management and operational efficiency within the Public Utilities Department and the organization:
  - Advanced Metering Infrastructure (AMI) for water and electric systems;
  - GIS (Geographic Information system) for digitizing the Town's water, wastewater, and streets infrastructure.
  - CMMS (computerized maintenance management system) for the utility systems, including streets.
- Intentionally develop and maintain relationships with key stakeholders, Town administration and staff and work collaboratively to guide the development and execution of a comprehensive Capital Improvement Plan and other key projects.
- Steadily strengthen departmental operations with a focus on safety, efficiency, and performance while demonstrating a commitment to cross-training employees, ensuring staff have the required certifications and skills to safely operate the utility systems.
- Strategically address the Town's infrastructure challenges associated with aging systems, growth, and inflow and infiltration.



*Granite Falls Public Utilities crews excavate a street as part of routine maintenance as well as emergency response efforts.*

## Qualifications:

The following **are required**:

- Graduation from an accredited college with a bachelor's degree in civil or environmental engineering, water resources management, public administration, business management, or a related field.
- Three to five years of progressively responsible leadership or supervisory experience in public works, utilities, or a related field.
- Considerable experience with publicly owned and operated utility and/or public works systems including supervision in maintenance and construction of streets, storm drainage systems, water distribution and sewer collection systems, or an equivalent of experience and education. Prior local government experience **is preferred**.
- Possession of a valid North Carolina Class C Driver's License. A commercial Driver's License **is preferred**.
- Grade B Water Distribution Certification and a Grade II Sewer Collection System Operator Certification or be able to obtain both within one year of employment. This position is designated as safety sensitive in accordance with North Carolina Department of Transportation regulations.



### *Public Utilities Director leadership in action ...*

*Guiding certified crews managing 70 miles of water lines and 52 miles of wastewater lines through repairs, installations, and daily operations (left);*

*Leading advanced system maintenance and integrity efforts, including pump station management, annual line flushing, root control, and state-of-the-art camera inspections to keep Granite Falls' infrastructure running efficiently (right).*

## The Successful Candidate is:

- proficient in the preparation and management of budgets, reports, and the effective use of technology to support efficient operations;
- demonstrates expertise in the principles, operations, and maintenance of water and wastewater transmission and distribution systems; street and stormwater infrastructure; and the materials and equipment used in their construction and maintenance;
- knowledgeable of applicable federal and state laws and regulations, as well as Town policies and practices related to public works operations, budgeting, purchasing, and procurement;
- an honest professional of high integrity who earns the trust and respect of staff, leadership, and the community;
- fair and consistent in leadership approach, treating people and departments equally without favoritism;
- approachable and accessible, maintaining an open-door environment and building strong working relationships across departments;
- an effective communicator and active listener who keeps others informed, seeks feedback, and communicates well at all levels of the organization;
- a team builder and team player who promotes coordination, cooperation, and a sense of shared purpose;
- supportive of staff, advocating for their needs, promoting safety, and encouraging training and professional development;
- a visionary leader who inspires, motivates, and encourages others while supporting a positive and collaborative team environment;
- calm and steady under pressure, able to resolve issues and problems in a timely and effective manner; and,
- a strategic thinker and doer who can balance long-term planning with day-to-day operational needs.



At Old Mill Pond Dam in Granite Falls, the **Public Utilities Director's** oversight ensures the continued maintenance and stewardship of critical water infrastructure, supporting community resilience, environmental balance, and reliable public services.

## Salary and Benefits:

The expected hiring range for the position is \$107,000–\$110,000, with a full salary range of \$89,678–\$125,550, depending on qualifications. A 5% pay increase is provided upon successful completion of six months of service. The Town provides a comprehensive benefits package including health, dental, vision, long term disability, and life insurance; Local Government Employees Retirement System (LGERS) contribution; annual vacation, sick leave, and paid holidays. Additional benefits include bereavement, education reimbursement, and longevity pay.

There is no residency requirement for this position, however, the selected candidate must live within 50 miles of town limits to be eligible for a take-home vehicle. Relocation expenses will be negotiated for the selected candidate, if applicable.

**To apply**, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Public Utilities Director – Town of Granite Falls, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Town’s employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **May 30, 2026**.
- Successful semi-finalists will be invited to participate in interviews and skill evaluation on **June 25-26, 2026**. Candidates are encouraged to reserve these dates for meetings should they be invited to participate.
- In-person interviews with the Executive Team will follow quickly at a subsequent time.
- Direct inquiries to [hire@developmentalassociates.com](mailto:hire@developmentalassociates.com).

The Town of Granite Falls, NC is an Equal Opportunity Employer.



*Historic views of downtown Granite Falls capture the town’s early growth and character; reflecting the enduring importance of infrastructure and services now guided by the **Public Utilities Director** to support a thriving modern community.*



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings,” and scroll down to “Important Information for Applicants.”