



WATER AND SEWER DIRECTOR

Butler County, Ohio



PUBLIC SECTOR EXECUTIVE RECRUITMENT

THE COMMUNITY

Nestled in the southwestern part of Ohio, Butler County (est. pop. 390,357) captivates with an enchanting allure drawn from its diverse landscapes and vibrant communities. Strategically positioned adjacent to the bustling city of Cincinnati, the county seamlessly blends metropolitan accessibility with an unmistakable suburban and rural ambiance while reminiscing the county's deeply rooted history of manufacturing and commerce. In addition to the county's picturesque setting, with rolling hills and fertile farmlands, offering an ideal backdrop for various outdoor activities, Butler County boasts the urban vitality of the remarkable on-going renaissance of two post-industrial cities. From exploring scenic parks like Voice of America MetroPark to mountain biking in Harbing Park to indulging in the rich historical sites such as the Benninghofen House, Butler County caters to diverse interests with its array of attractions.

Butler County weaves a vibrant tapestry of experiences, offering a kaleidoscope of activities for all. The nearby renowned Cincinnati Zoo & Botanical Garden beckons visitors of all ages, while art aficionados find solace amidst the impressive collections at the Pyramid Hill Sculpture Park & Museum, the county presents an eclectic mix of entertainment options. The region's culinary landscape is a haven for food enthusiasts, offering a diverse tapestry of flavors from cherished local diners to upscale dining establishments, promising an exquisite culinary odyssey to satisfy every taste bud.

Education in Butler County reflects the region's unwavering commitment to fostering academic excellence and lifelong learning. The county provides a robust educational foundation for students anchored by the esteemed Miami University, which offers a wide array of academic programs and contributes significantly to the cultural fabric of the area. Alongside higher education, Butler County boasts top-tier public schools dedicated to nurturing student achievement and holistic development. The community fosters an atmosphere that goes beyond traditional learning, encouraging skill development, innovation, and continuous educational advancement, preparing individuals to thrive in an ever evolving and competitive global landscape. Butler Tech, an acclaimed institution, offers professional training for both high school students and adults, preparing them for diverse industries such as public safety, transportation, healthcare, and industrial technology. Cincinnati State is an additional choice for post-secondary education and training.

Moreover, Butler County celebrates its heritage through preserved landmarks and museums while embracing progress with diverse industries and a forward-thinking community. This dynamic balance between tradition and innovation creates an inviting environment for residents and visitors alike, making it a compelling destination where the past meets the future.



THE ORGANIZATION

Butler County operates under the guidance of a three-member Board of Commissioners tasked with overseeing county operations, budgeting, and policymaking. Their electoral mandate, coupled with staggered four-year terms, grants them the authority to make pivotal decisions on critical areas such as budget allocation and strategic infrastructure initiatives. The Board appoints individuals to serve on boards and commissions which impact every facet of government, economic development, and social services in the County. At the heart of operational success and the County's delivery of top-notch services lies the County Administrator. Their leadership is instrumental in steering the County towards functional advancement, ensuring the seamless delivery of quality services to its residents.

Butler County is operating with a fiscal year 2024 General Fund budget of \$511.5 million and employs 1683 FTEs that support and provide services in all areas of County operations.

Click [here](#) to view Butler County's organizational chart.



MISSION & VISION

Your Butler County Commissioners partner with our fellow residents to create a welcoming community in which to work, live, play, and raise a family. We live and work here, too, and share your vision for Butler County. All three of the Commissioners are lifelong residents of Butler County, with families whose roots run deep.

Our goal is simple: provide a quality lifestyle, while respecting our Butler County residents and businesses. As a board, we strive in all aspects to provide the highest quality of living at the lowest possible cost. We take seriously the responsibility of being good stewards of your tax dollars.

We focus on smart economic development that enhances the lives of our residents and workforce while providing the resources that keep our county vibrant. We work to create value for our employers and industry. We seek to create an environment that encourages our young residents to build a life and write their own story in Butler County.

Whether you're just moving in, or your family has been here for generations, you are an integral part of our county's success. Every resident, every visitor, and every business is important. We strive to make them feel that way.



THE POSITION

Reporting to the County Administrator, the Water and Sewer Director will plan, organize, develop, control, promote, review and evaluate all Departmental goals and objectives under policies established by the Board of County Commissioners and public law; research, survey, and analyze information, materials and programs to provide technical information and advice in Department decision making; plan for system growth by anticipating demand on Department facilities and services; develop new policies and programs; review project progress and interpret policies and regulations; negotiate, prepare, review and recommend contracts to the Board of County Commissioners; and review recommendations from subordinate employees and take appropriate action.

The Director will interact with such Department and system stakeholders as the Board of County Commissioners and other County officials, customers, public, employees, other utilities, media, political subdivisions, environmental groups, Ohio EPA, contractors, and developers by receiving and answering inquiries and resolving complaints, requesting information, explaining Department activity and initiating discussion; and represent the Department at meetings and hearings.

In addition, the Director will prepare records, reports, and other Departmental documents; oversee the preparation of the annual budget, monitor expenditures, review accounts receivable and payable, develop capital improvement expenditures and grant funding applications. The Water and Sewer Department has fiscal year 2024 operating budget of \$30 million and 91 authorized FTEs.

Click [here](#) to view Butler County's Water and Sewer Organization Chart.



LEADERSHIP OPPORTUNITIES & PRIORITIES

Financial Planning and Revenue Management: The new Water and Sewer Director will engage in comprehensive financial planning, focusing on growing and expanding utility services, evaluating revenues and rates and employee compensation, and strategizing to enhance financial sustainability.

Long-Term Capital Needs and Infrastructure Investment: The Director will observe the details and span out over the big picture, forecasting and anticipating long-term capital needs; review and adapt the Capital Improvement Program (CIP) for maintenance, expansion, and meeting evolving demands—finding a balance between infrastructure improvement and budget for future needs.



Employee Engagement, Staffing and Development and Innovation: The Director will foster a culture of interaction to understand what all areas are doing within the lean organization; develop strong relationships with staff in customer service, administration, operations, and engineering, and listen to address needs as appropriate and practical. The Director will proactively address staffing to transfer and preserve institutional knowledge ahead of upcoming retirements; seek ways for staff to improve service delivery including the potential use of vehicle GPS technology for field service; encourage staff development including a CDL program as a pathway to promotion and department-wide training including safety and budget overview and implement a more consistent and meaningful onboarding process for all employees.

Interdepartmental Collaboration: The Director will break down silos within the organization by fostering collaboration between technical components, administration, operations, and engineering; actively seek and encourage interaction between different departments to enhance cross-functional understanding.

Project Monitoring and Adaptability: The Director will monitor projects at both detailed and strategic levels, ensuring everyone is on track and pivoting between micro and macro perspectives as needed; develop adaptability in managing projects, responding effectively to changing circumstances.

Policy and Procedure Expertise: The Director will promptly acclimate to established policies, procedures, and guidelines while staying informed about changes and updates; implement and streamline policies and procedures, ensuring efficiency and compliance.

EPA Compliance and Regulatory Navigation: The Director will navigate the expanding requirements of the Environmental Protection Agency (EPA) efficiently; oversee the interminable EPA compliance processes, ensuring the organization is proactive and responsive.

Union Contract Negotiation: The Director will prepare for upcoming union contract negotiations, understanding the dynamics of a union environment; develop strategies to build positive relationships with union and management-level employees.

DESIRED CAPABILITIES

The Water and Sewer Director will be analytical, creative, fair, consistent, decisive, compassionate, and firm when appropriate; a charismatic and engaged and confident leader who can traverse the wishes of the Board of Commissioners and County Administrator, as well as the well-being of the utility for the citizens. The Director will also have the ability to connect and effectively communicate with employees, the community, neighboring utility leaders, builders and developers, regulators at the local, state and federal level, consultants, contractors, and other stakeholders. The ideal candidate will possess:

Analytical and observant leadership demonstrated by critical thinking, bold and wise decision-making, effectively speaking their mind, observing issues keenly, being open-minded and self-aware and articulating concerns in a respectful manner, promoting a constructive work environment.

Principled communication and conviction to navigate intricacies of stakeholders with principle, integrity, persuasion and resolve, while ensuring open and productive communication and advocating for what is right for ratepayers and the utility.

Collaborative leadership, emotional intelligence, and cultural transformation competence to partner within the Water and Sewer Department and other departments, transforming the perception of being an isolated entity and implementing a cultural shift for a more collaborative and connected organizational environment. A sensitive awareness of the diverse needs of the workforce and a commitment to fostering diversity encompassing race, experience, ideas, tenure, and the like, and actively working towards a more varied and inclusive professional environment.

Business acumen and a strong understanding of macro-economics, supply chain dynamics, and the impact of larger economic factors on operations; financial forecasting skills and critical thinking to address complex challenges; industry knowledge coupled with rapport to combine technical and engineering expertise with strong interpersonal skills.

Strategic guidance to develop strategies for organizational growth through effective management, succession planning, addressing staffing levels, and understaffing challenges considering all factors affecting employee morale, retention, and attraction, and problem-solving in a union environment. A willingness to hold self and staff accountable and tap into the expertise and knowledge of current and future staff.

The ideal candidate will possess knowledge of: basic accounting; budgeting; finance; purchasing; principles and theories of civil engineering; government structure and process; safety practices and procedures; EPA laws and regulations; Occupational Safety and Health Administration rules and regulations; water treatment regulations; wastewater treatment regulations; public relations; media relations; human resources management; supervisory principles and practices; and public administration.

The ideal candidate will have the ability to: interpret extensive variety of technical materials; deal with variety of variables within somewhat unfamiliar context; define problems, collect data, establish facts, and draw valid conclusions; understand, interpret and apply laws, rules, or regulations to specific situations; determine material and equipment needs; calculate fractions, decimals and percentages; complete routine forms; compile and prepare reports; use proper research methods to gather data; respond to routine inquiries from public and/or officials; prepare and deliver speeches and presentations; communicate effectively; handle sensitive inquiries/contacts from officials and general public; develop and maintain effective working relationships; resolve complaints.

COMPENSATION & BENEFITS

The starting salary for this position will be based on qualifications and experience. The County offers a comprehensive and valuable benefits package which includes medical, dental, vision, flexible spending accounts, health savings account, Ohio Public Employees Retirement System (OPERS), and voluntary benefits including deferred compensation and life, disability, and critical illness insurance.

EDUCATION & EXPERIENCE

This position requires a bachelor's degree in civil engineering, business or public administration, or related field, and significant work experience which evidences a comprehensive knowledge of and ability to effectively manage a public water, wastewater, and solid waste utility operation, or any combination of education, training, and experience equivalent to the minimum qualifications. Candidates may distinguish themselves with a master's degree. The successful candidate must possess a valid State of Ohio vehicle operator's license.

APPLICATION PROCESS

Qualified candidates please submit your cover letter and resume online at:

www.governmentjobs.com/careers/bakertilly

This position is open until filled; however, interested applicants are strongly encouraged to apply no later than February 7, 2024.

For more information, please contact Yolanda Howze at yolanda.howze@bakertilly.com or 312.240.3401.

For more information about Butler County, please visit: bcoho.gov.

Butler County, Ohio, is an equal opportunity employer (EOE).

