

Austin Water

Assistant Director, Engineering



CITY OF AUSTIN, TEXAS





UNIQUE OPPORTUNITY

The City of Austin is seeking a highly qualified individual to fill the Assistant Director of Engineering position which reports to the Austin Water Director.

AUSTIN, TEXAS

This vibrant and dynamic city tops numerous lists for business, entertainment, and quality of life. One of the country's most popular, high-profile "green" and culturally dynamic cities, Austin was selected as the "Best City for the Next Decade" (Kiplinger, 2010), the "Top Creative Center" in the US (Entrepreneur.com, 2010), #1 on the Best Place to Live in the U.S. and #4 on the Best Places to Retire (U.S. News & World Report, 2019) , and ranked in the top ten on Forbes list of America's Best Employers for 2017.

Austin is to be a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated; where community needs and values are recognized; where leadership comes from its community members, and where the necessities of life are affordable and accessible to all.

Austin is a player on the international scene with such events as SXSW, Austin City Limits, Urban Music Fest, Austin Film Festival, Formula 1 and home to companies such as Apple, Samsung, Dell and Ascension Seton Health. From the home of state government and the University of Texas, to the Live Music Capital of the World and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, and sustainability.

The City offers a wide range of events, from music concerts, food festivals, and sports competitions to museum displays, exhibits, and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.

Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the City's many trails or swimming at Barton Springs or one of the area's many other swimming holes. There are several excellent golf courses in the area as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.



AUSTIN CITY GOVERNMENT

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. The Austin City Council City has a 10-1 council system with an at-large Mayor and Council Members that represent 10 single member districts. The Mayor and Council Members serve in their respective seats for four years and cannot be elected to more than two consecutive terms. The City Council appoints the City Manager who is the chief administrative and executive officer of the City. The City Council and City Manager are committed to their mission of delivering the highest quality services in the most cost-effective manner.

To learn more about the dynamic City of Austin, visit austintexas.gov.

CITY OF AUSTIN STRATEGIC DIRECTION 2023

The City Council adopted six Strategic Outcomes and Indicators in 2018 as part of its Strategic Direction 2023 to guide the City in improving quality of life and civic participation in the Austin Community over the next three to five years. The Assistant Director of Engineering of the Water Department will be responsible for supporting cross-departmental issues and involving external stakeholders as it relates to Government that works for all strategic outcome. For more information, visit [Austin Strategic Vision 2023](#).

AUSTIN WATER

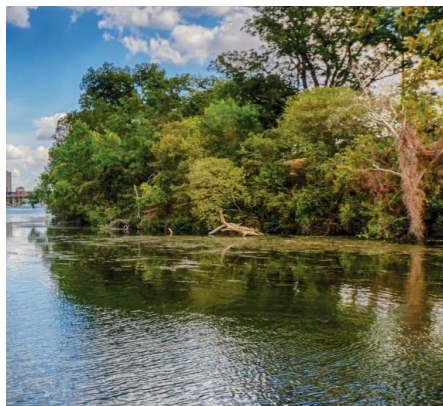
Austin Water provides safe, reliable, high quality, sustainable and affordable water services that have met the community's needs for more than 100 years. Austin Water's 1,200 employees serve more than 1,000,000 people in the Austin metropolitan area, both retail and wholesale, across more than 548 square miles. The utility draws water from the Colorado River into three regional water treatment plants, Handcox, Davis, and Ullrich, which have a combined capacity of 335 million gallons per day.

Austin Water has two wastewater treatment plants, Walnut Creek and South Austin Regional, that can receive up to 150 million gallons per day of sewage to treat. Wastewater is cleaned into high quality effluent that is safely returned to the Colorado River to augment environmental flows. More than a billion gallons of this high quality effluent was reclaimed in Fiscal Year 2016-17 for outdoor irrigation, industrial cooling, manufacturing and other uses.

Austin Water's award-winning Water Conservation Division successfully guided customers through a historic drought with public outreach and incentive programs for our customers.

The utility also manages 43,000 acres of wildlands that protects water quality and endangered species habitats.

Austin Water, in partnership with other City Departments and a citizen Task Force, has developed "Water Forward", a 100 year plan to manage our water resources and meet our community needs for the next century.



THE POSITION

Under nominal direction of the Director of Austin Water, develops, plans, and implements engineering programs, capital improvement projects, and project of water and wastewater infrastructure for the City of Austin.

THE IDEAL CANDIDATE

The ideal candidate should be knowledgeable of local, state and federal water and wastewater utility regulations, as well as laws related to various procurement and construction delivery methods. Prior experience working with water utilities and/or river authorities is desirable. The candidate should possess excellent interpersonal skills with a strong ability to establish relationships with City staff and the community. Prior supervisory experience in a large, robust city/organization and demonstrated capacity and interest to be an effective mentor is desirable. Advanced written and verbal communication skills are imperative for this position. The following core competencies are important for this role:

- **Planning Priorities** – Recognizes, plans, focuses upon and works toward what is most important or critical.
- **Communicates Effectively** – Demonstrates the ability to convey and receive information and ideas in an open, clear, and articulate way with respect to cultural differences and others' perspectives.
- **Exercises Leadership** – Uses appropriate judgment to handle critical, problematic, or a striking set of conditions with focus, ownership, and accountability.
- **Thinks Strategically** – Enables others to better understand and implement the vision and strategy, while being the aligned forward thinker, has the ability to formulate and communicate sound business strategy, and implement in a clear and concise manner.
- **Customer Focused** – Strives to deliver high quality results and superior service that exceeds the expectations while remaining mindful of the needs and perspective both of our internal and external customers.
- **Community Collaborator** – Has experience in collaborating and presenting to internal and external stakeholders on projects and programs that might include public outreach, council updates, and program implementation.
- **Achieves Results** – Has the ability to achieve organizational goals and objectives.



QUALIFICATIONS

The following are minimum qualifications required for the Assistant Director, Engineering:

- **Education:** Graduation with a Bachelor's degree from an accredited college or university with major coursework in Engineering or a related degree.
- **Experience:** Six (6) years of professional-level supervisory/management experience in Engineering, Project Management, or a related field.

or

- **Education:** Graduation with a Master's Degree from an accredited college or university with major course work in a field related to the job.
- **Experience:** Four (4) years of professional-level supervisory/management experience in Engineering, Project Management, or a related field.

Licenses and Certifications Required:

- State of Texas Professional Engineer (PE)

DUTIES, FUNCTIONS AND RESPONSIBILITIES

- Directs assigned division and section activities, including audits of existing facilities, equipment, and personnel to ensure effectiveness and efficiency. Identifies and analyzes trends and determines methodologies to implement changes.
- Develops and implements short and long range plans, programs, and personnel that provide administrative and managerial support, fiscal management, and program planning, and evaluation.
- Determines goals, objectives, and resource requirements for activities within assigned divisions.
- Develops, revises, and implements standard operating practices, policies, and procedures within assigned divisions. Ensures divisions are in compliance with all City practices, policies, and procedures.
- Develops and reviews water and wastewater infrastructure engineering design and criteria, project delivery, Capital Improvement Projects (CIP), CIP tracking systems and project budgets and expenditures with variance explanations.
- Reviews, approves, and implements quality and safety systems and programs.
- Assists in the preparation, presentation, and monitoring of departmental budget.
- Represents the department at City Council meetings, citizens groups, boards and commissions.
- Provides support to other City departments and agencies as needed.
- Investigates and resolves Citizen inquiries and complaints.
- Reviews, analyzes, and prepares both written and oral reports.
- Responsible for the full range of supervisory activities including selection, training, evaluation, counseling, and recommendation for dismissal.

COMPENSATION AND BENEFITS

Salary is commensurate based on qualifications. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan. Visit austintexas.gov/department/active-employee-benefits to learn more about the City's employee benefits.



Reasonable relocation benefits will be provided to the successful candidate.

APPLICATION AND SELECTION PROCEDURE

To ensure consideration, candidates should apply by February 1st, 2020. To apply, candidates must submit a complete online application. [Click here to be directed to the online posting.](#) Interested candidates should apply early in the process for optimum consideration.

For more information on this position, candidates may contact:

Doron Silberstein—Human Resources Consultant

Doron.Silberstein@austintexas.gov

512-974-3248

Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.

The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance please contact 512-974-3210 or Relay Texas 7-1-1.

