

# Springfield Water and Sewer Commission

## **JOB TITLE: DIRECTOR OF ENGINEERING & CAPITAL PROGRAMS**

The Springfield Water and Sewer Commission (Commission) is seeking a highly motivated, energized, and innovative leader to work as the *Director of Engineering & Capital Programs* for our Engineering and Technical Services Department in Agawam, MA. This new position will provide strategic vision and leadership for developing, implementing and managing the Commission's engineering and capital programs, which include engineering design; project oversight and management; construction; development, inspection, technical services, planning, and asset management.

The water sector is an exciting field that enables career growth, continual learning, and the opportunity to be a part of solutions to today's most pressing water issues such as infrastructure renewal, climate change resiliency, emerging contaminants, and sustainability. The Commission is the second-largest water and wastewater system in New England, and leads and embraces bold initiatives that will reshape the water sector both locally and nationally for the 21<sup>st</sup> century. Recently the Commission was identified as a pending recipient of a competitive \$251 million federal Water Infrastructure Finance and Innovation Act (WIFIA) loan to accelerate its capital improvement program; a total of \$550 million in infrastructure improvements is planned over the next five years. The Commission was the only recipient identified in New England for the WIFIA program. Projects will include large-scale water and wastewater treatment plant upgrades, hydro-electric generating facilities, distribution and collection system upgrades, transmission infrastructure replacement, and system-wide water conservation projects, among others.

The successful candidate will be attracted to this career-defining opportunity to direct and oversee the largest portfolio of water and wastewater infrastructure renewal to take place in the region in generations. The rewards include the opportunity to shape the future of the Commission's delivery of clean and safe water for decades to come, while providing an invaluable public service to area communities. Excellent pay, competitive benefits, leadership opportunities, and professional growth support are also offered.

**About SWSC:** SWSC was established in 1996 as an independently operated and managed regional water and wastewater utility that provides retail and wholesale water and sewer service to approximately 250,000 customers across multiple communities in the lower Pioneer Valley. Approximately 250 employees operate and maintain a system of one thousand miles of water and sewer pipe, two treatment plants, three reservoirs, 18,000 acres of watershed land, ten dams, and other critical public water infrastructure assets. The Commission's independent governance model allow it to quickly and effectively navigate the many challenges faced by the water sector.

**Mission Statement:** SWSC’s mission is to provide an uninterrupted, high-quality supply of water to our customers, to collect and treat wastewater, and return clean water to the environment. [www.waterandsewer.org](http://www.waterandsewer.org)

**Required knowledge, experience and skills:**

- Participates in strategic and operational management processes of the organization as a member of the senior management team to achieve Commission goals and foster innovation and prioritization of engineering functions and initiatives.
- Directs the engineering design and construction of all Commission water and wastewater treatment facilities, water mains, sewers, pump stations, roads, dams, utility services, buildings and all other related structures and physical assets.
- Plans and determines goals, objectives, operations and activities of the Commission’s engineering functions, which include engineering design services, construction, inspection services, technical services, development services and planning and asset management.
- Directs the implementation of project design and construction, manages staff and resources, and monitors and evaluates programs to ensure compliance, effectiveness and efficiency.
- Identifies and assists Directors with applications for and management of applicable state and federal grant and loan opportunities for capital projects.
- Conducts all work in compliance with Massachusetts public procurement laws, including the use of all available alternative project delivery mechanisms: design-bid-build, design-build, and construction-manager-at-risk.
- Develops and implements plans, meet all public health and environmental standards, regulations, and requirements for water and wastewater services.
- Directs department’s operating budget and expenditures.
- Provides leadership to direct-report managerial and staff employees. Ensures that capital projects and workload are effectively assigned and conducted by staff.
- Performs planning for asset replacement and maintenance improvements and prepares capital budget requests and budget projections based on asset management and facilities planning tools.
- Establishes long-range goals, objectives and work plans; allocates staff and resources; coordinates priorities and activities among work groups; monitors and evaluates programs, services and operations; analyzes operational, financial, and statistical data; assesses effectiveness and performance; and identifies and implements changes to maximize use of resources, achieve goals and objectives, and better serve the Commission and its customers.
- Directs implementation of programs and services through direct-report managers, supervisors and staff; ensures activities adhere to applicable local, state and federal regulations, Commission policies and procedures, engineering principles and practices,

quality control standards, and safe work practices; and provides guidance and direction regarding difficult engineering, planning and construction issues.

- Develops short- and long-range capital improvements. Coordinates the activities of the engineering department with other Commission departments; directs the implementation of capital projects; reviews and analyzes proposals; reviews and recommends the award of contracts; oversees contractor and consulting engineer performance; approves reports, plans and specifications, change orders and various design and construction documents and ensures work complies with project specifications, engineering principles, safety and quality standards.
- Coordinates design and utility service activities with Information Technology and GIS services.
- Oversees the preparation and distribution of operating, statistical and regulatory reports for assigned programs and operations; and directs the establishment and management of department records, files and databases.
- Presents information to the Commissioners, regulatory and municipal officials and the public as directed.
- Actively participates in leadership of professional water, wastewater, environmental and civil engineering associations.
- Represents the Commission on various committees furthering the interest of the Commission.
- Directs all department personnel matters including, but not limited to, interviewing and selecting employees, appraising productivity and efficiency of staff, preparing performance appraisals, and handling any disciplinary actions.

#### **LICENSES:**

- Employee must possess and maintain a current driver's license.
- Possession and maintenance of a Massachusetts Professional Engineers license is required.
- Possession of Massachusetts water and wastewater treatment, distribution, and collection system licenses is preferred.

#### **QUALIFICATIONS:**

- Bachelor of Science Degree in Civil or Environmental Engineering is required. An advanced degree in Engineering or Business is preferred.
- Minimum fifteen (15) years of progressively responsible experience managing utility or public works engineering projects and programs or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.
- Documented supervisory experience of a group of professionals.

**Qualified candidates should send their resume, cover letter and salary requirements to [Stephanie.douglass@waterandsewer.org](mailto:Stephanie.douglass@waterandsewer.org).**

**EOE/AA**