

## **General Manager – Tri-County Water Conservancy District**

Tri-County Water, headquartered in Montrose, Colorado, is a water conservancy district operating under Title 37 of the Colorado Revised Statutes which provides domestic water to rural areas of Ouray, Montrose, and Delta Counties in the Uncompahgre Valley in Western Colorado. We are recruiting the General Manager who reports directly to and serves “at-will” for a 15-member District Board of Directors as the Chief Executive Officer. The General Manager leads a management team, comprised of two Assistant Managers and a Dam Superintendent, who are responsible for all administrative and functional operations of the District and our 20 person staff. This position oversees all operations of the District including budget and investments, analyzing, and solving complex administrative and operational, economic, political, and organizational challenges; interpreting and applying laws, regulations, ordinances, policies, and planning, overseeing, coordinating all other facets of the business.

Montrose sits at 5,800 feet in elevation in the picturesque, south central Western Slope of the Rocky Mountains. With a population of approximately 21,000, it is the 2<sup>nd</sup> largest city on the Western Slope and embodies the ideal mix of business culture and Colorado living. It is surrounded by the Grand Mesa, Black Canyon of the Gunnison National Park, San Juan Mountains, and the Uncompahgre Plateau offering unlimited outdoor activity opportunities. Those fortunate to live here have access to world-class resorts, pristine mountain landscapes, and vast expanses of public lands replete with activities that rejuvenate the soul and inspire the imagination. Abundant parks and trails, a top-shelf recreation center, convenient shopping, cultural experiences, and flavorful dining options round out the amenities. A bustling regional airport with direct flights to major U.S. cities, and expanding high-tech infrastructure make this a place where businesses, and the people who work for them, truly can have it all.

### **General Manager Skills and Qualifications:**

As the Chief Executive Officer for the District, the General Manager shall possess advanced skills and qualifications. Requisite requirements include:

- Under general supervision of the Board of Directors and in cooperation with the District’s management team, manage and administer all functions and oversee day-to-day operations for the District.
- Participate in the development and execution of a strategic plan for the District relating to water resource development, water rights acquisition and protection, domestic water system operations, design and planning, development plan review, and capital improvement programs.
- Work in collaboration with attorneys and multiple political, engineering, and administrative officers of local governmental units, state officials and multiple water related associations, boards, and other entities, attending meetings and conferences, and traveling primarily within the State of Colorado.

- Oversee recruitment of new employees, employee certification, development, and training programs. Directs and implements employee performance appraisal and compensation determination.
- Direct and administer construction/operation/maintenance functions and processes related to water source and supply, water quality control, potable water transmission and distribution systems.
- Direct and manage operations and maintenance activities at Ridgway Dam and Reservoir and associated hydroelectric power plant.
- Administer all engineering/construction programs/contracts for the District including the design and construction of all potable water system infrastructure, service facilities and other special projects.
- Manage public affairs and media relations, water conservation plans, intergovernmental and interagency relations, environmental requirements and plans, and community affairs.
- Author and approve correspondence, memorandums, letters, meeting minutes, and all other written communication for documentation of District activities.
- Develop and implement employment and operating policies for the District.
- Manage all District financial resources, grants, accounts, and loans.
- Direct and manage all accounting, budget, rates and fees determination, asset and property management and administrative contracts.
- Supervises all administrative functions, including human resources, affirmative action, customer service and relations, general and administrative services, and grant applications.
- Perform other duties as assigned by the Board of Directors.

**Education and Experience:** Bachelor's Degree from an accredited college or university in environmental, civil, or mechanical engineering or closely related scientific or technical field. A minimum of 5 years in a supervisory and leadership/management/executive position is required. Experience in water utility management and Colorado distribution certification desired.

**2024 Starting Salary Range:** \$128,080 – \$150,000 (depending on experience)

**2024 Salary Plan Range:** \$128,080 - \$192,120 per year

**Benefits:**

10% Employer contribution to 457b retirement plan (5% for first year)

100% Single/Family Health Insurance Premium

100% District Contribution to HSA (IRS Limit)

50% Dental premium

Life Insurance

Paid Time Off based on tenure

7 Holidays

Cafeteria Plan

Vehicle provided for District Business

Optional: Aflac Supplemental and Vision Insurance

**Schedule and Hours:** 40 hours per Monday to Friday week, in-person at District headquarters

**Deadline:** Applications due February 28, 2024

Return cover letter, complete resume with references and application to:  
Tri-County Water, Attention: Sandy Flowers, 647 North 7th Street, Montrose, CO 81401 or  
[sandy@tricountywater.org](mailto:sandy@tricountywater.org).

District application form available at [www.tricountywater.org](http://www.tricountywater.org)

*Tri-County Water Conservancy District provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.*

*This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*