

ALTOONA WATER AUTHORITY

EXECUTIVE DIRECTOR

Altoona, Pennsylvania | Salary: \$130,000–\$150,000

The Altoona Water Authority (AWA) is seeking an experienced, strategic, and collaborative executive to serve as its next executive director. The executive director is the Authority's chief executive and provides organization wide leadership for a complex regional water and wastewater utility serving approximately 70,000 water customers and 50,000 wastewater customers.

AWA has a strong history of reliable water and wastewater service, infrastructure investment, regulatory compliance, and operational excellence. The Authority operates seven water treatment plants with a combined capacity of 28.5 million gallons per day and a wastewater system encompassing more than 230 miles of collection and conveyance sewers. AWA has completed more than 40 major capital improvement projects over the past 25 years and operates with approximately 137 employees and a \$47 million annual budget.

THE OPPORTUNITY

The executive director will work closely with the Board of Directors to advance the Authority's long-term direction and sustainability while leading an experienced management team. Responsibilities include:

- Provide executive leadership and accountability for all Authority operations and departments.
- Serve as the principal advisor to the Board and translate Board direction into organizational action.
- Lead strategic planning and long-range organizational initiatives, including capital and infrastructure investment strategies.
- Oversee financial performance, resource allocation, regulatory compliance, and long-range sustainability.
- Strengthen workforce development, succession planning, organizational culture, and labor relations.
- Build productive relationships with municipalities, regulators, customers, elected officials, and community stakeholders.

THE IDEAL CANDIDATE

AWA seeks an executive who combines strategic leadership, organizational management, and a strong understanding of water and wastewater utilities. The successful candidate will possess a bachelor's degree in public administration, business administration, engineering, environmental science, water resources, organizational leadership, or a closely related field; a master's degree is preferred. Candidates should have at least 10 years of progressively responsible management experience, including significant senior leadership responsibility.

Candidates should demonstrate experience in strategic planning, capital and infrastructure planning, financial management, workforce development, and labor relations, along with strong communication, interpersonal, analytical, and leadership skills. Engineering and operational licenses or certifications are valued but are not required.

HOW TO APPLY

This recruitment will remain open until the position is filled. Interested candidates should submit a cover letter and resume to hiring@strategic-solutionsllc.com. For complete information, including the executive director job advertisement and complete job description, visit www.altoonawater.gov/employment-opportunities.