



GENERAL MANAGER

LAKWOOD WATER DISTRICT



THE COMMUNITY

Located forty-five minutes southwest of Seattle, the Lakewood Water District serves a population of nearly 64,000 across approximately 19 square miles in Lakewood, Washington. Lakewood is located in the South Puget Sound area of Pierce County, in western Washington State, between the Sound and Cascade Mountains. Pierce County is home to more than 800,000 residents and 23 unique communities, Lakewood among them.



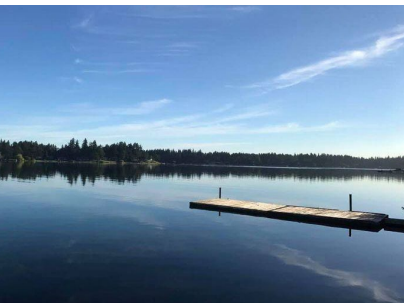
The Lakewood area has a thriving International District, influenced by Korean, Vietnamese, Latino, and other cultures. The city is the host community for Joint Base Lewis-McChord and borders Camp Murray. The Veterans Administration also has a large division located at American Lake, the largest natural lake in Pierce County. Community events include a weekly farmers market, summer outdoor concerts, street fairs, wellness walks, and other community-building activities.



The Lakewood community also offers a variety of recreational activities, with 16 parks totaling more than 540 acres. There are five lakes and nearly two miles of water great for skiing, rowing, and fishing. Lakewood offers three golf courses and is minutes away from Chambers Bay, home of the 2015 U.S. Open. Fort Steilacoom Park is 340 acres and draws over one million visitors each year from across the region.

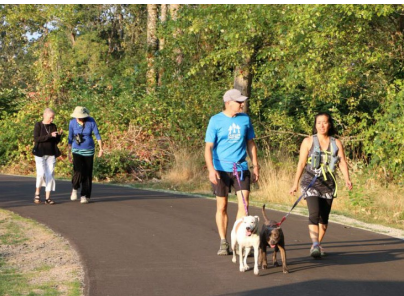


Clover Park School District, Pierce College, and Clover Park Technical College are located within the District's service area and offer award-winning educational opportunities. Lakewood Towne Center offers a multitude of retail shopping, entertainment, and dining options within the near 100-acre site. It is also home to Lakewood City Hall and municipal court. Commercial air travel is available under an hour from the District at the Seattle-Tacoma International Airport.



THE OPPORTUNITY

The Lakewood Water District seeks an exceptionally talented leader for its new General Manager. This position is directly accountable to an elected three-member Board of Commissioners and under general policy guidance, is responsible for establishing, articulating, and implementing the strategic vision of the District.



The General Manager is responsible for the daily management and oversight of the District and represents the District on various federal, state, local, and industry-related initiatives, and efforts. Through subordinate managers, the General Manager directs District operations, staff, and the management of all District engineering, construction, administrative, operational, and financial activities.



This is an outstanding opportunity for a proven, dynamic leader to make a difference in a diverse area of the South Sound. Lakewood Water District is regarded as leader in the industry and has a skilled and engaged staff and Board of Commissioners. If you are looking for a rewarding career opportunity with a service-oriented organization, this might be the right opportunity for you.

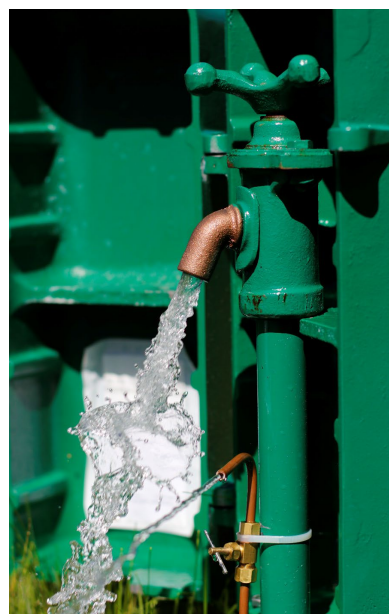


THE DISTRICT

Formed in 1943, Lakewood Water District is a special-purpose district that is governed under Title 57 of the Revised Code of Washington (RCW). The District is governed by a three-member Board of Commissioners elected to six-year terms and supported by 35 full-time employees across eight departments. The General Manager provides direct supervision to six senior managers in the areas of Customer Service, Engineering, Finance, Human Resources, Information Technology, and Operations. Lakewood Water District has an annual budget of \$26.5 million, with a five-year capital improvement program over \$82 million.

The District is a regional water provider with a retail service area of approximately 26 square miles, serving nearly 64,000 residents in Lakewood, Washington. District boundaries are the area south of the city of Tacoma, east of the town of Steilacoom, and west of Joint Base Lewis McChord. We currently own and operate almost 17,000 service connections, 280 miles of water main, 12 tanks and reservoirs, 33 wells, and seven water treatment facilities.

The District is also a wholesale water provider to over 85,000 additional customers, supplying water to the Town of Steilacoom, Summit Water & Supply Company, Spanaway Water Company, Washington Water Service, and Firgrove Mutual Water Company.





THE DETAILS

The District is looking for a dynamic, service-oriented leader to serve as its General Manager. The General Manager must possess a full complement of leadership skills and a comprehensive understanding of public administration, including planning, policy and program development, financials, customer service, employee relations, change management, and public relations. We are seeking a strategic leader that understands the needs of the community and how best to position the District to serve those needs.

The successful candidate will be a skilled people manager, mentor, and leader with a demonstrated ability to invest in and bring out the best in their team. The District is looking for a strong collaborator and exceptional communicator, with the ability to deliver results by working productively with the Board, the leadership team, our diverse and talented workforce, and community and regional partners. The successful candidate will lead and operate with integrity and reliability that enables them to quickly engender trust and credibility internally, externally, and at all levels.

The General Manager will be a goal-oriented leader with strategic, long-term, and inclusive thinking, skilled in analyzing policy and organizational issues from all viewpoints. The ideal candidate will build and maintain relationships with external partners, ensure fiscal responsibility, and place a high priority on our community-focused mission and core values.

Key Competencies

- A proven leader and role model with a positive presence who demonstrates initiative, is action-oriented, exercises good judgment, treats others with respect, and is open and approachable.
- A relationship builder committed to excellence with a strong customer service ethic and the ability to empower employees while also holding them accountable.
- A dynamic leader who understands theory, principles, practices, and techniques of organization design and development, public administration, public financing, financial management, and long-range planning as they apply to a large, complex public water utility.
- A subject matter expert who is experienced in principles, practices, and techniques involved in the construction, maintenance, and operation of a complex water system.

EDUCATION AND EXPERIENCE

Qualification requirements include any combination of education and experience that provides the applicant with the knowledge, skills, and abilities required to perform the job. A typical way to obtain the knowledge and abilities would be:

- A bachelor's or master's degree from an accredited university or college with a major in Business, Public Administration, Engineering, Construction Management, or related field.
- Ten years of increasingly responsible experience in administration, management, or engineering in a public agency, with a strong preference for experience in the water industry. Background should include experience working with an elected board, city council, or similar body, and responsibility for planning, development, and implementation of programs, budgets, and operations.

COMPENSATION AND BENEFITS

Lakewood Water District is offering a salary range for the General Manager position of \$154,749.95 to \$260,175.36, dependent upon experience and qualifications, along with a comprehensive [benefits](#) package.

RESOURCES

[Lakewood Water District](#)

[2023 Annual Budget](#)

[Organizational Chart](#)

[Service Area Map](#)

[City of Lakewood](#)



TO APPLY

Please submit your resume and a letter of interest to humanresources@lakewoodwater.org by June 30, 2023. Interested candidates are encouraged to apply early. The first round of panel interviews is tentatively scheduled for the week of July 17, 2023. The District's goal is for the successful candidate to start at the end of September 2023.

For questions or other information, please contact Briana Levo, Human Resources Manager, at humanresources@lakewoodwater.org or 253-588-4423. Lakewood Water District is an Equal Opportunity Employer and a Drug-Free, Tobacco-Free Workplace.