



Tarrant Regional Water District General Manager Position Profile

Reports to: TRWD Board of Directors

Location: Fort Worth, Texas

Organization overview

The Tarrant Regional Water District (TRWD) was established in 1924 and has spent nearly a century enriching communities and improving quality of life in the nation's 13th-largest city. This is accomplished through three primary missions: providing a reliable, resilient supply of water to the public at the lowest cost and highest quality possible; protecting communities with dependable flood control infrastructure and operations; and enhancing quality of life through recreation and education.

TRWD is governed by a board of directors whose five members are elected at-large and serve four-year terms. It is the primary supplier for raw water used by more than two million residents in 11 North Texas counties (Tarrant, Johnson, Parker, Wise, Jack, Denton, Ellis, Navarro, Freestone, Kaufman, and Henderson). The population in those counties is expected to double by 2060. TRWD oversees water supply and flood control efforts, as well as one of the nation's largest urban trail systems.

TRWD holds numerous water rights within its area of operation: Lake Bridgeport, Eagle Mountain Lake, Cedar Creek Reservoir, Richland-Chambers Reservoir, Trinity River Diversions, Benbrook Reservoir, and the West Fork of the Trinity River. TRWD's pipelines span 250 miles through several north Texas counties.

TRWD's annual revenue fund budget of more than \$150 million funds water supply operations. The general fund budget, used for flood control operations and recreation, is more than \$20 million annually. TRWD's capital improvements program includes a \$2.3 billion water transmission project, a \$1 billion flood control project, and tens of millions in additional water supply projects. New water supply projects valued at more than \$200 million are slated for the near future. North Texas' record growth has also led to growth at TRWD, which now has more than 300 employees.

TRWD is a local sponsor of the Central City Flood Control Project (also known as Panther Island Project), being designed and built by the U.S. Army Corps of Engineers in downtown Fort Worth. The project addresses flood risks that are a result of rapid population growth by rerouting a section of the Trinity River and modifying a park on the east side of the city to provide flood protection to more than 2,400 acres of neighborhoods valued at more than \$2 billion. For more information, visit www.trwd.com

Information on Fort Worth and surrounding area will be provided upon request.

Position overview

As the district's chief executive, the general manager should be an entrepreneurial, motivated water industry leader with a strong desire to build upon TRWD's past successes and use its strengths to go on to new successes and continue building TRWD's reputation as a world-class water district. The general manager establishes the district's strategic direction, formulates policies and plans, and provides overall direction to the district in order to ensure TRWD's continued success. The general manager is ultimately responsible for the management, operational effectiveness, and financial health of TRWD.

The general manager has primary responsibility for developing and maintaining highly important relationships in the community with stakeholders, partners, regulators, governmental entities, water authorities, and customers. The executive will need strong skills in building consensus among stakeholders with different views and needs.

The executive should have deep water industry expertise; direct experience in such areas as environmental processes and water infrastructure improvements is highly desired. The GM should have proven skills in strategic planning, resource allocation, leadership techniques, production methods, and coordination of people and resources. He or she will provide leadership for the organization by setting and clearly communicating strategy; working with the executive team to set goals toward the strategy; and then empowering the team to pursue and meet or exceed those goals. The general manager will be committed to continuing TRWD's efforts toward conservation.

Key executive responsibilities

Strategic planning – Developing strategies and implementing appropriate action plans to ensure the long-term viability of TRWD.

Management – Overseeing TRWD's operations; ensuring compliance; promoting a culture that exemplifies TRWD's mission and values; mentoring and managing the executive and management team; and maintaining an accountable organization.

Financial stewardship – Developing and adhering to annual budgets; negotiating agreements and contracts for TRWD; and keeping the board informed of TRWD's financial position and operations.

Industry expertise – Providing TRWD with strong technical leadership through deep knowledge of the water industry.

Community relationships – Serving as the public face of TRWD at all levels: Local, regional, state, and national.

Board support and leadership – Serving both as a consultant to the board on issues relevant to the district and as a conduit between the board and the TRWD staff. Ensuring ongoing and effective communications with all board members.

Executive skills and requirements

- Bachelor's degree in a relevant discipline such as engineering, public administration, or business administration required. Advanced degree in a relevant discipline preferred.
- At least 20 years of public administration or water industry-related experience. At least seven years of successful senior leadership experience with full budgetary responsibility for an organization similar in size to TRWD.
- Deep knowledge of and experience in the water supply and flood control industries. Experience in construction projects, engineering principles, and program/project management.
- Thorough familiarity with state and national advocacy and policy organizations.
- Public speaking skills, strong communication skills, and ability to speak to the media and stakeholders, including government officials, constituents, business leaders, and technical/scientific advisors.
- Proven experience with strategic planning and organizational structures.
- Experience working successfully for a board of directors preferred.
- Skilled negotiator. Equally adept at negotiating policy and contractual agreements.
- Understanding of the importance of relationships with community and the elected board.
- Adept at developing, maintaining, and strengthening partnerships with customers, the public, and governmental partners at the regional, state, and federal levels. Able to gain others' support for ideas, proposals, projects, and solutions.
- Strong team development and management skills. Ability to maintain TRWD's organizational culture of hiring and/or developing the right talent, then empowering team members to do the job without micromanagement. Motivating the team to enhance members' commitment for their work and accountability.
- Good judgment, decision-making, and problem-solving skills. Adroit at using critical thinking to assess strengths, weaknesses, opportunities, and threats.
- Understanding of the impact of social media; good technology skills.

Desired personal traits and attributes

- Visionary and forward-thinking leadership, with passion and energy for the TRWD's mission and values.
- Able to instill confidence in everyone from business partners to employees to elected officials.
- Leading by personal involvement and example, but using delegation wisely. Strong work ethic, and a passion for serving in a collaborative environment.
- Emotional intelligence and interpersonal awareness – level-headed, flexible, and dependable. Able to recognize different personality styles to communicate effectively with all.
- Bridge-building personality. Able to work with groups that have different agendas or desired outcomes.
- Integrity beyond reproach. High moral standards appropriate for leading an organization dedicated to the good of the public. Champion of the organizational culture.

Compensation

Competitive compensation with excellent benefits and relocation.

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Do NOT contact TRWD staff or board members directly. All inquiries are confidential.