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Filing Deadline:
January 6, 2016

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the Central Arizona Project Board. Candidates will be advised of the status of the recruitment following selection of the General Manager.

If you have any questions, please do not hesitate to call Mr. Joel Bryden at:
(916) 784-9080
THE ORGANIZATION

The Central Arizona Project (CAP) is Arizona’s single largest resource for renewable water supplies. With total revenues of approximately $3.27 billion, CAP receives 1.5 million of Arizona’s 2.8 million acre-feet of water allocation from the Colorado River. Through a system of pumping plants, aqueducts, pipelines and tunnels CAP delivers water 336 miles, starting at Lake Havasu near Parker, Arizona, and stretching south to the San Xavier Indian Reservation southwest of Tucson. CAP is also a key factor in Arizona’s economy. A 2014 economic impact study concluded that CAP has contributed approximately $1 trillion dollars to Arizona’s gross state product (1986 – 2010). The study was conducted by the L. William Seidman Research Institute in partnership with Arizona State University’s W.P. Carey School of Business.

The Central Arizona Water Conservation District (CAWCD) is a political subdivision of the State of Arizona governed by an elected 15-member Board of Directors and is responsible for the CAP. Board members represent Maricopa (10), Pima (4), and Pinal (1) counties and regularly meet once per month for open public meetings. Members serve staggered 6-year terms and are not compensated for their time. CAP’s daily operations are managed by more than 400 exemplary employees who are responsible for system maintenance and operations, repayment obligations, public education, and creating water resource management programs for Arizona. Approximately half of the employees work at CAP headquarters located in north Phoenix, while others work at the facilities located throughout the system.

CAP has earned a reputation as an employer of choice and as a result attracts highly motivated and skilled people who often remain at CAP for the balance of their careers.

Employees participate in voluntary activities that promote work safety, wellness, diversity and inclusion, while improving the communities where they live and work.

THE POSITION

The General Manager is responsible for leading the management and operations of the CAWCD by identifying, planning, and implementing strategic and financial initiatives that are consistent with those developed with and approved by the Board of Directors. Key to these strategies is to ensure a sustainable and economical water supply and storage for the more than 80% of Arizona’s residents served by CAP. Key initiatives for the General Manager over the next few years are to work closely with the Board and numerous stakeholders (including regulators, government, customers, and the general public) to ensure debt repayment, fund and complete infrastructure improvements necessary to maintain CAP reliability; locate and secure water sources; strengthen the workforce; and ensure the reliable delivery of power sources for operations along the system. The General Manager will work with the Board in a collaborative manner to address the current and future state of the water resource issues affecting central Arizona and the other lower basin states.

The General Manager in partnership with the Board President act as key spokespersons for CAP to all constituencies of customers, regulators, government agencies, and the media regarding important CAP operations. In this role, the General Manager is expected to be a leader in the water industry through leadership, participation, and representation with key government, industry, and trade association organizations. In addition, the General Manager is responsible for keeping the Board fully informed regarding new developments within the organization allowing the Board to function with maximum effectiveness.

The General Manager is also responsible for establishing and monitoring an ongoing succession planning process throughout the organization. This process includes hiring, mentoring, training and developing staff to encourage career growth among direct reports and their respective departments, while providing them with opportunities to stretch beyond their current responsibilities. The General Manager is the role model for the organization.

THE COMPENSATION

The annual salary range for this position is open and competitive, dependent on the qualifications and experience of the individual selected. A comprehensive benefits package is also offered which includes agency contributions to a health benefits plan; life insurance; paid vacation; accrued sick leave; Retirement Program; a deferred compensation plan; and use of an agency vehicle for work activities.

THE IDEAL CANDIDATE

The Central Arizona Project seeks an engaging, forward thinking, articulate, and motivational leader for the General Manager position. A candidate skilled in collaboration and relationship-building who will be able to work positively with not only the staff, Board, and legal counsel, but also with local, regional, state, and federal public sector entities, non-profit agencies, and municipal water agencies. The ideal candidate will demonstrate a high level of personal integrity, sound judgment, and quality decision making skills.

Candidates must be a well-rounded professional with the ability to develop a plan of action to address energy and power issues, climate change concerns, and groundwater acquisitions. Candidates with a proven professional track record for using interpersonal strengths and versatile communication styles to build rapport and influence strategic change will be viewed favorably.

The Board is seeking a candidate who will embrace a team atmosphere, one who is honest and direct, yet diplomatic, who is committed to transparency, and is comfortable with public speaking and outreach.

Candidates must possess a Bachelor’s degree and a combination of management and leadership experience in an organization of comparable size and complexity; a Master’s degree is desirable.
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