



## **Colorado Regional Municipal Water District General Manager Position Profile**

**Reports to:** CRMWD Board of Directors

**Location:** Big Spring, Texas

### **Organization overview**

Founded in 1949, the Colorado River Municipal Water District (CRMWD) provides wholesale raw water to its member cities Big Spring, Odessa, and Snyder, as well as six additional municipal customers in West Texas. Today, the district serves more than 600,000 Texans in a service area that includes 36 counties covering more than 30,400 square miles, as well as serving three industrial, seven mining, and approximately 300 rural water customers. CRMWD recognizes the inequities rural communities face when seeking water supplies and aims to provide adequate and long-term water supplies to smaller communities. CRMWD's mission is to maintain an adequate supply of the best quality water possible, at a reasonable cost, for its service area in West Texas.

CRMWD is governed by a board of directors whose 12 members are appointed by the three member cities. The district has approximately 90 employees and an operating budget of nearly \$40 million.

The district's water sources include surface water and groundwater. CRMWD owns and operates three major lakes and reservoirs on the Colorado River in West Texas, as well as three major groundwater well fields. CRMWD's water systems and facilities provide nearly 19 billion gallons of quality water every year. Additionally, CRMWD utilizes its raw water production facility and diverted water system as innovative and cost-effective ways to supply the region with quality water today and into the future. For more information, visit [www.crmwd.org](http://www.crmwd.org)

### **Position overview**

As the district's chief executive, the general manager (GM) should be an entrepreneurial, motivated water industry leader with a strong desire to build upon CRMWD's past success and use its strengths to continue fulfilling its mission. The GM establishes the district's strategic direction, formulates policies and plans, and provides overall direction to the district. The GM is responsible for the management, operational effectiveness, and financial health of CRMWD.

This executive will succeed an incumbent with more than 25 years in the role. Changing climates – both political and technological – require a strong leader. The district's primary challenge in coming years is sourcing water supply in resource-limited West Texas.

The GM will need tact to deal with government agencies and others whose agendas sometimes differ in order to do what is best for ALL of the district's customers and stakeholders. The GM will develop and maintain crucial relationships with partners, regulators, city governments, co-sellers, and customers. He or she will use strong consensus-building skills with CRMWD's varied stakeholders.

The GM should have deep water industry expertise. The district desires direct experience in such areas such as new water supply development, system maintenance and operation, contract development and administration, and financing. The GM should have proven skills in strategic planning, resource allocation, leadership techniques, production methods, and coordination of people and resources.

### **Executive skills and requirements**

- Undergraduate degree in engineering, business administration, or public administration. Civil or mechanical engineering degree strongly preferred.
- Strong financial background with extensive budgeting experience.
- At least 10 years of senior management experience within the water-related industry. Leadership experience in an organization that sells water to customers is preferred.
- Deep experience in water supply. Experience in construction projects, engineering principles, and program/project management.
- Firm grasp of technical issues surrounding water supply.
- 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.
- 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. Able to gain others' support for ideas, proposals, projects, and solutions.
- Strong team development and management skills. Ability to maintain and enhance CRMWD'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. Experience leading technology system conversions helpful.

### **Desired personal traits and attributes**

- Visionary and forward-thinking leadership, with passion and energy for the mission and values of CRMWD.
- 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. Recognizes 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.
- Alignment with the culture of the district and the communities and customers it serves. Appreciation of the West Texas way of life.

### **Compensation**

Competitive compensation with excellent benefits and relocation.

#### **Contact Information:**

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