



# **CITY OF SCOTTSDALE, AZ SENIOR DIRECTOR – WATER RESOURCES**

**MGT**



# CITY OF SCOTTSDALE, AZ

## SENIOR DIRECTOR – WATER RESOURCES

The City of Scottsdale, AZ is seeking a highly skilled and visionary professional to serve as its next Senior Director of Water Resources. The successful candidate will be a key member of the Executive Leadership Team and will take the lead on major water and wastewater infrastructure projects as well as manage the Water Resources Departments. The Department is one of Arizona's most innovative and award-winning municipal water utilities. Scottsdale Water is nationally recognized for its leadership in water innovation, including being the first in Arizona permitted for Direct Potable Reuse. In an era defined by drought, climate stress, and growth, the utility continues to push boundaries in water reuse, customer engagement, and long-term planning. The ideal candidate possesses a balance of senior local government management experience and a strong background in water management, engineering, construction, infrastructure development, and/or project management.





## ABOUT THE CITY

Known internationally as a premier resort community, Scottsdale is nestled in the Sonoran Desert at the base of the McDowell Mountains. Scottsdale is one of the nation's premier communities, celebrated for its exceptional quality of life and dynamic economy. With more than 246,000 residents, Scottsdale blends the charm of its historic Old Town with modern neighborhoods, high-performing schools, and abundant cultural and recreational amenities. The city's location in the greater Phoenix metropolitan area provides both the advantages of a major urban center and the distinctive character of a world-class desert community.

Scottsdale is internationally recognized as a luxury resort destination and draws millions of visitors each year to its award-winning hotels, spas, restaurants, golf courses, and signature events. Anchored by a strong tourism sector, the local economy also thrives with innovation in healthcare, bioscience, technology, and financial services. Major employers include Mayo Clinic, Vanguard, Nationwide, Honor Health and GoDaddy, while the Scottsdale Airpark and SkySong Innovation Center continue to attract startups and corporate investment.

Beyond its economic strength, Scottsdale offers a lifestyle that combines natural beauty, cultural richness, and modern amenities. With 314 days of sunshine annually, residents enjoy access to the 30,000-acre McDowell Sonoran Preserve, along with galleries, museums, performing arts, and nightlife. Scottsdale is proud of its heritage and character, a community where people choose to live because it is welcoming, vibrant, and distinct. Its reputation as both a luxury destination and a highly livable city reflects a balance of growth and quality of life. With excellent schools, strong neighborhoods, and diverse amenities, Scottsdale provides a community environment that appeals to residents of all ages.



## SCOTTSDALE FACTS

Incorporated: 1951

Slogan: "The West's Most Western Town"

Official Food: Chili (by 1994 Mayoral proclamation)

Population: 246,170

Size: 184.5 square miles, stretching 31 miles from north to south

Elevation: 1,150 to 4,877 feet above sea level

Average sunny days: 314

Average rainfall: 7.66 inches



## CITY ORGANIZATION AND DEPARTMENT

The City of Scottsdale is governed by a mayor and six council members, who set policy direction and establish community priorities. The city manager serves as the organization's chief executive, leading a staff of talented professionals who deliver high-quality services across a full range of municipal functions. Scottsdale's government is recognized for its fiscal discipline, commitment to innovation, and focuses on maintaining the community's exceptional quality of life.

Through decades of advanced planning, innovative technology, and a strong commitment from public officials, city leadership, residents, and businesses, Scottsdale Water has become a national model of excellence. They have been awarded multiple awards for customer engagement, sustainability, and technological innovation. The vision statement of Scottsdale Water Resources is, "Water Sustainability through Stewardship, Innovation and People."

The department is not just maintaining a legacy, they are building the future. The Department is comprised of professionals across many disciplines — from engineering, finance, and operations to hydrology, laboratory science, and public outreach. They emphasize and value collaboration, professional growth, and a culture that challenges employees to improve how they serve the community every day. Their acclaimed Citizen Water Academy, launched in 2016, has become a nationally recognized model for public engagement and continues to foster trust and transparency between the utility and the public.

The Water Resources Department has 220 staff members and a FY26 operating budget of \$121.9 million, of which \$89.6 million supports Water and \$32.3 million supports Sewer. The division manages more than \$2.4 billion in undepreciated fixed assets and maintains a 2% capital reserve policy requirement. The capital budget is \$331,339,140.





## THE POSITION

The Senior Director of Water Resources will oversee water, wastewater, and recycled water operations, and provide high-level leadership in areas such as capital planning, utility finance, regulatory compliance, and workforce development. The role requires a forward-thinking leader capable of navigating complex water challenges while advancing Scottsdale's mission of resilience and sustainability.

As Water Resources Senior Director of Arizona's most advanced and innovative water utilities, they will lead with vision and purpose—overseeing strategy, operations, and performance across the entire department. Strong leadership will ensure the department is equipped, aligned, and empowered to deliver exceptional service and meet the evolving needs of a growing community.

The successful candidate will provide:

- **Strategic Planning:** Formulates, interprets and implements City policies, administrative regulations and directives. Develop support systems that encourage cross-functional cooperation and support initiative taking. Negotiates and advises local groups and individuals related to water resources issues and keeps City officials informed on all water resources-related issues.
- **Financial Stewardship:** Reviews programs, objectives and operating budgets of all areas within Water Resources. Reviews and approves capital budgets and five-year plans. Supervises the preparation of financial plans, annual financial reports, cost of service and rate studies.
- **Team Leadership:** Assists in creation of a learning organization that encourages mentoring and professional development. Supervises employees and coordinates personnel-related activities to include, but not limited to training, approving work schedules, recommending/approving personnel actions, coaching and counseling, establishing performance goals, and writing performance reports.
- **Stakeholder Engagement:** Works closely with the City Manager and the executive team to define and accomplish established strategic goals and objectives and then to execute successful business strategies. Interact with City Officials to keep them informed of matters relating to Water Resources and their impact on citywide issues. Prepares and presents information to a variety of commissions, committees, executive team and City Council.





## KEY PRIORITIES

- Ensuring long term reliability and security of Scottsdale's diverse water portfolio, including groundwater, Colorado River and reclaimed water supplies.
- Navigate and influence regional water policies, particularly relating to the Colorado River shortage.
- Ensure compliance with applicable water quality, safety and environmental regulations.
- Bring advanced purified recycled water into the drinking water system.
- Continue developing new water supplies and expand the ability to reclaim and reuse wastewater.
- Increase the capacity to move water from the Salt River Project (SRP) service area to northern parts of the system.
- Strengthen system-wide well recovery to add 5 million gallons per day of capacity.
- Complete the rollout of automated meter technology across the entire system.

## MINIMUM QUALIFICATIONS

- Bachelor's Degree from an accredited educational institution in Water Resources, Business Administration, Civil Engineering, or in a related field, with emphasis in Public Administration.
- Ten years' progressively responsible experience in the management of a medium or large public or private sector public water or wastewater utility; and experience in issues affecting government is required. An equivalent combination of education and/or job-related experience that meets the minimum qualifications may be substituted.
- While technical expertise is essential, success in this role hinges on exceptional interpersonal intelligence, political acumen, and strategic awareness. The ideal candidate will be a skilled communicator and collaborator—able to build trust, foster dialogue, and navigate complex relationships with elected officials, executive leadership, and cross-departmental teams.





## HOW TO APPLY

The salary range for this position is \$167,086 to \$225,700, depending on experience/qualifications. The City of Scottsdale provides a comprehensive benefits program that includes generous paid leave, health and dental coverage, participation in the Arizona State Retirement System, and much more. For more information about benefits, click [Scottsdale Employee Benefits](#).

Candidates can apply online at [here](#) with a resume, cover letter, and contact information for five professional references. Deadline for applications is October 17, 2025. For more information, contact Sarah McKee, Senior Consultant, at 847-380-3240 ext. 120.

The City of Scottsdale is an Equal Opportunity Employer. The City makes reasonable accommodation for qualified individuals with disabilities throughout the recruitment process. The City is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply.



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