



**NEW ULM, MINNESOTA  
PUBLIC UTILITIES  
DIRECTOR**

**MGT**



# NEW ULM, MN

## PUBLIC UTILITIES DIRECTOR

### THE OPPORTUNITY

New Ulm, MN (population 13,970) is seeking an experienced and forward-thinking leader to serve as its next Public Utilities Director. This executive position provides strategic direction and operational oversight for New Ulm Public Utilities, which is composed of five departments: electric distribution, electric production, natural gas distribution, water/steam, and wastewater treatment.

The Director is responsible for ensuring reliable, safe, and cost-effective delivery of utility services to residents and businesses, while guiding long-range planning, infrastructure investment, regulatory compliance, and fiscal management. This role oversees a talented workforce, fosters strong community and stakeholder relationships, and advances innovative practices to meet the evolving needs of the community.

The ideal candidate will bring deep knowledge of utility operations, proven leadership in managing diverse technical teams, and a commitment to sustainability and public service.



## ABOUT NEW ULM, MINNESOTA

Nestled in the scenic Minnesota River Valley, New Ulm is a thriving community known for its strong sense of heritage, cultural richness, and outstanding quality of life. Often referred to as the “City of Charm and Tradition,” New Ulm blends historic character with modern amenities, making it a welcoming place to live, work, and raise a family.

The city is proud of its German roots, celebrated through annual festivals, music, architecture, and cuisine. From the iconic Hermann Monument to the historic downtown filled with unique shops, restaurants, and breweries, New Ulm offers a distinctive and vibrant small-town atmosphere.

New Ulm is also a regional hub for education, healthcare, and recreation. The community is served by highly regarded schools, an accredited regional medical center, and abundant opportunities for outdoor activities including parks, trails, and riverfront access. Its strong economy is anchored by local businesses, manufacturing, agriculture, and a municipally owned utility that supports growth and innovation.

Conveniently located just 90 miles southwest of Minneapolis–St. Paul, New Ulm combines the advantages of small-town living with access to big-city opportunities. Residents and visitors alike enjoy a close-knit community, affordable living, and a rich cultural experience that is uniquely New Ulm.

## DEMOGRAPHICS

Population: 13,970

Square Miles: 10.1

Median Home Value (owner occupied):  
\$259,900

Median Household Income: \$68,690





## PUBLIC UTILITIES OVERVIEW

New Ulm Public Utilities (NUPU) is a community-owned utility system dedicated to providing safe, reliable, and cost-effective services to the residents and businesses of New Ulm. Guided by a commitment to public service and fiscal responsibility, the utility plays a vital role in supporting the city's quality of life and economic vitality.

The organization is overseen by the Public Utilities Commission, which provides policy direction and governance of the Water System, Electric Production System, Electric Distribution System, the Natural Gas System, the District Energy System, and the Wastewater Treatment System. The Commission consists of five members appointed by the Mayor of New Ulm.

## THE POSITION

The Public Utilities Director provides executive leadership for all operations of New Ulm Public Utilities (NUPU), overseeing the management of its physical assets and directing the activities of its five core service areas—electric distribution, electric production, natural gas distribution, water/steam, and wastewater treatment. The Director reports directly to the City Manager and Commission and collaborates with the City's Finance Department to utilize shared financial services and resources. The Director provides leadership to nine direct reports and is responsible for guiding a team of 72 full-time employees.

## KEY RESPONSIBILITIES INCLUDE:

- **Leadership & Oversight** – Provides executive direction for all utility departments. Supervises managers and staff, ensuring efficient, safe, and reliable operations across electric, natural gas, water/steam, and wastewater services.
- **Strategic Planning** – Leads long-term planning to support system reliability, sustainability, and growth; develops energy conservation and load management programs.
- **Governance & Reporting** – Prepares agendas, reports, and recommendations for the Public Utilities Commission (PUC); advises the City Manager on operational and financial performance.
- **Financial Management** – Oversees budgeting, rate analysis, purchasing, and contract management to ensure fiscal responsibility and operational efficiency.
- **Human Resources & Labor Relations** – Participates in the recruitment, selection, development, and evaluation of utility personnel; serves as a member of the labor negotiating team.
- **Policy & Communications** – Communicates utility policies and initiatives with employees, stakeholders, and the public; maintains effective relationships with regional power and natural gas suppliers.







## PROFESSIONAL CHARACTERISTICS

The City of New Ulm and its Public Utilities Commission seek an individual who brings not only deep knowledge of utility operations, but also the leadership, communication, and interpersonal skills required to thrive in a high-profile, dynamic municipal environment. The ideal candidate will be a steady, confident leader with the ability to guide multidisciplinary teams, collaborate across teams and departments, and contribute meaningfully to citywide initiatives that promote resilience, infrastructure modernization, and service excellence.

The successful candidate will demonstrate:

- **Collaborative Leadership Style** – Ability to foster alignment across teams, support staff development, and work productively with other departments, external agencies, and private development partners.
- **Clear and Credible Communication** – Comfort engaging with appointed officials, elected, consultants, residents, and staff. Able to convey technical information clearly, build trust, and represent the City's interests in public and regulatory settings.
- **Organizational Awareness and Accountability**
  - Understanding of public sector operations and the importance of delivering high-quality, efficient service in a politically aware, community-focused environment.
- **Problem-Solving and Innovation** – A proactive and solutions-oriented mindset, with the confidence to recommend improvements, address challenges, and embrace innovation while upholding technical integrity and compliance.
- **Commitment to Public Service** – Passion for improving the built environment, supporting sustainability goals, and contributing to a vibrant and resilient community.

## MINIMUM REQUIREMENTS

Bachelor of Science degree in Business Administration, Finance, Public Administration, Engineering, or a closely related field. Position requires a strong management background, extensive supervisory experience in government or private or public utility operations, and a valid driver's license.



## THE IDEAL CANDIDATE WILL BE:

- **Experienced Utility Leader** – Brings strong knowledge of utility operations, finance, and regulatory requirements.
- **Strategic Visionary** – Anticipates future utility needs and advances long-term planning, resilience, and modernization.
- **Collaborative Partner** – Builds effective relationships across departments, with the Public Utilities Commission, and in the community.
- **Skilled Communicator** – Translates complex technical and financial issues into clear, accessible information for diverse audiences.
- **Inspirational Manager** – Motivates and develops staff, fostering teamwork, accountability, and service excellence.

*Photo Credit: Adam Towles, Foresee Studios*

## COMPENSATION AND BENEFITS

The salary range for the position is \$141,877 - \$182,166 (2026 pay range). The Public Utilities Director receives a car allowance in addition to a comprehensive benefits package that includes City contributions toward PERA, medical insurance, life insurance, and paid leave. Employees may also choose from a range of voluntary benefits such as dental, vision, supplemental life, short- and long-term disability, a 457-retirement plan, flexible spending accounts, health care savings plan and tuition reimbursement.

## HOW TO APPLY

Interested candidates should apply online no later than 4:30 pm on Friday, Nov 7, 2025, with resume, cover letter and contact information for five work-related references at [www.GovHRUSA.com](http://www.GovHRUSA.com) to the attention of Ellen Hiniker, Tel: (651) 338-0531, an MGT Approved Independent Executive Recruiter. Interviews anticipated for mid-December.

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