

# UTILITIES DIRECTOR

CITY OF  
**Grand Junction**  
COLORADO

The logo for the City of Grand Junction, Colorado, is positioned in the lower third of the image. It features the words "CITY OF" in a small, black, sans-serif font above the main title "Grand Junction" in a large, bold, black serif font. Below "Grand Junction" is the word "COLORADO" in a smaller, black, sans-serif font. A stylized, black, curved line sweeps under the "Grand Junction" text, resembling a river or a road.



## THE COMMUNITY

Grand Junction is Western Colorado's hub for healthcare, education, culture, and commerce. Nestled at the confluence of the Colorado and Gunnison Rivers and framed by the Grand Mesa, the Book Cliffs, and the Colorado National Monument, the city offers a rare combination of natural beauty and opportunity.

With more than 70,000 residents and a regional reach of over 160,000, Grand Junction provides the amenities of a larger city while maintaining a welcoming, small-town feel. Boasting over 245 days of sunshine each year, it is a paradise for outdoor enthusiasts who hike, bike, raft, fish, and ski against some of the West's most breathtaking backdrops.

Downtown is vibrant with festivals, art walks, and public art, while the surrounding wine country features more than 30 local wineries. Colorado Mesa University, enrolling over 11,000 students, further enriches the community's cultural and educational life. The Grand Junction Regional Airport provides convenient access to major destinations across the West, enhancing both connectivity and opportunity.

Learn more about all that Grand Junction has to offer through [Visit Grand Junction](#).

## THE ORGANIZATION

The City of Grand Junction is a home-rule municipality operating under a Council-Manager form of government. With more than 880 full-time employees, the City provides a full spectrum of municipal services, including public safety, utilities, transportation, parks and recreation, and destination marketing.

City employees are guided by three core values: Continuous Improvement, Collaborative Partnerships, and Exemplary Service. These values are reflected in the City's approach to governance, where innovation, teamwork, and accountability are embedded in the culture. City leadership takes pride in building strong community connections and regional partnerships to advance long-term priorities.

# THE UTILITIES DEPARTMENT

The Utilities Department provides reliable, high-quality water and wastewater services that protect public health, support community growth, and preserve the environment. The department also manages utility billing and customer service operations for customers served by the City.

With 87 employees, the Utilities Department is organized around two enterprise divisions, Water Services and Wastewater Services, supported by asset management, environmental compliance and sustainability, laboratory services, water conservation programs, and customer service.

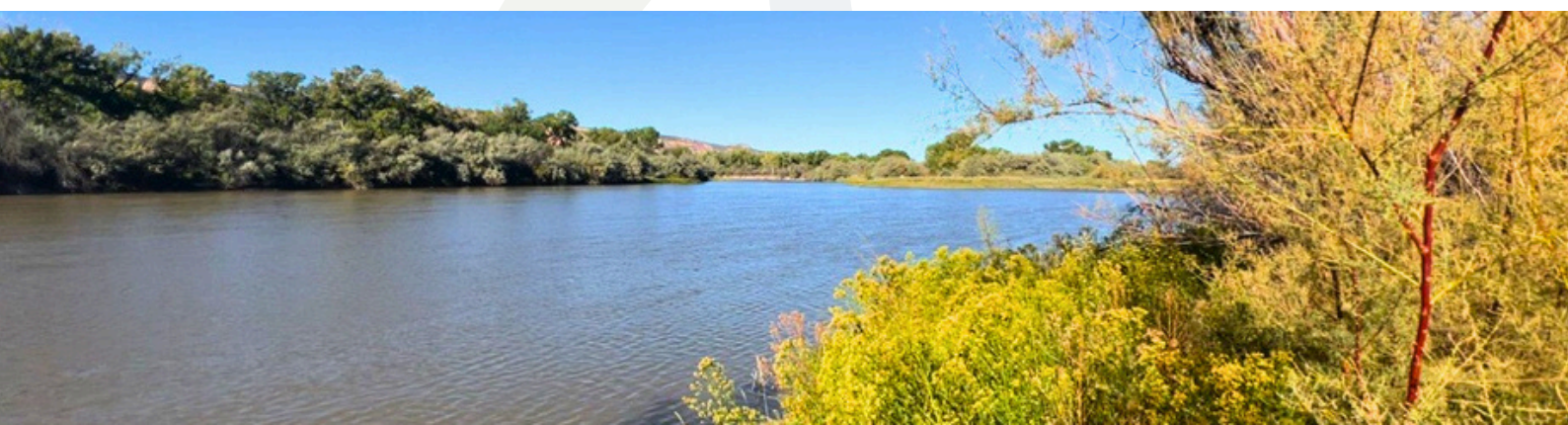
The department is responsible for extensive infrastructure systems, including water supply and treatment facilities, distribution and collection networks, advanced metering infrastructure, and long-range capital investments. Operating in a highly regulated environment, the department manages complex enterprise fund financial planning while maintaining a strong focus on service reliability, regulatory compliance, and customer trust.

## POSITION AND IDEAL CANDIDATE

The Utilities Director leads the City of Grand Junction's Utilities Department and serves as a member of the City's Executive Leadership Team, reporting to the Deputy City Manager. This role provides strategic and operational leadership for water and wastewater services, environmental compliance, laboratory services, asset management, and utility billing.

The Utilities Director is responsible for ensuring safe, reliable utility service delivery, strong financial stewardship of enterprise funds, and effective support to the community and internal customers. The successful candidate will bring demonstrated experience in a regulated municipal utilities environment and a balance of operational credibility, financial acumen, and executive-level leadership.

The City is seeking a strategic, steady, and people-centered leader who is visible, approachable, and trusted. This leader will communicate clearly, build alignment around priorities, and reinforce consistent expectations while working effectively with elected officials, boards, regulatory agencies, and regional partners. The Utilities Director must be able to navigate complex stakeholder environments and sensitive issues with professionalism, sound judgment, and accountability.



# LEADERSHIP COMPETENCIES

The City of Grand Junction has identified a set of leadership competencies as essential for the next Utilities Director. These qualities represent the foundation of how the City expects its leaders to inspire, guide, and deliver results. The successful candidate will embody these attributes and bring them to life through their leadership.

**Instills Trust** – Demonstrates honesty, integrity, and authenticity.

**Communicates Effectively** – Tailors messages for diverse audiences and connects meaningfully across all levels.

**Ensures Accountability** – Holds self and others responsible for commitments.

**Financial Acumen** – Understands financial drivers, enterprise fund operations, and long-term fiscal impacts to inform decisions.

**Interpersonal Savvy** – Relates openly and comfortably with diverse groups and navigates complex organizational dynamics.

**Collaborates** – Builds partnerships and works effectively across divisions and with community and regional partners.

**Resourcefulness** – Secures and deploys resources effectively to address challenges and achieve objectives.

**Decision Quality** – Makes sound and timely decisions that keep the organization moving forward.

**Action Oriented** – Takes initiative and acts with urgency to accomplish goals and deliver results.

**Plans and Aligns** – Establishes clear priorities and aligns people, resources, and actions to achieve strategic outcomes.

# MINIMUM QUALIFICATIONS

Seven years of progressively responsible utility program management experience, including three years of administrative and supervisory responsibility.

Equivalent to a Bachelor's degree from an accredited college or university with major course work in environmental engineering, civil engineering, public administration, business administration, or a related field.

A valid Colorado State driver's license, or the ability to obtain one by the time of hire. Ability to pass a City-required background check and drug screening.



# PREFERRED QUALIFICATIONS

Senior leadership experience in municipal water and wastewater utilities or a comparably regulated public-sector utility environment.

Demonstrated experience working with elected officials, boards and commissions, and intergovernmental partners, including shared facilities and complex agreements such as Intergovernmental Agreements.

Proven ability to lead effectively in politically sensitive environments while balancing public transparency, regulatory requirements, and organizational priorities.

Experience managing major capital improvement programs and enterprise fund financial planning and rate-setting within a public utility context.

# COMPENSATION AND BENEFITS

**Expected Hiring Range:** \$164,756 - \$185,452, DOQ

**Comprehensive Executive Benefits Package**, including:

- Medical, dental, and vision insurance
- Life and AD&D, short- and long-term disability
- Empower 401(a) with 9% City match
- 457(b) deferred compensation with 1% City contribution
- Generous Paid Time Off
- 11 paid holidays annually
- Access to the City's Employee Health Clinic (primary care, physical therapy, massage therapy, behavioral health)
- City's Employee Child Care Center
- Employee Assistance Program, wellness incentives, and voluntary benefits

# HOW TO APPLY

Submit a City application and resume online at [gjcity.org/jobs](https://gjcity.org/jobs).

The City will accept applications between April 17, 2026, and May 17, 2026.

# HIRING TIMELINE

- Virtual Interviews will occur during the week of May 25, 2026.
- On-site process will occur during the week of June 15, 2026.
- Pre-employment screening commences within one to two weeks of the in-person process.

# START DATE

The City's preference is for the new Utilities Director to begin as soon as possible after the recruitment process is complete. At the same time, the City recognizes that most candidates are serving in critical roles within their current organizations and will need to ensure a smooth transition. Accordingly, the City will work collaboratively with the selected candidate to determine an appropriate start date.