

WATER DIVISION DIRECTOR

Appointed (Unclassified Grade HH)

Position#9U103

The NH Department of Environmental Services is undertaking a search for candidates for the position of Water Division (WD) Director. This largest division of the NHDES advocates for public policy and regulatory objectives that reflect stewardship of resources, the needs of the citizens and economic interests of the State, and the achievement and maintenance of water quality standards based upon sound science. The scope of WD includes: oversight of public drinking water supplies; waste water control, including the operation of the Winnepesaukee River Basin Program; ground water, surface water, and wetland protection; and the oversight of the safety and operation of over 300 public and privately owned dams. The Water Division Director oversees the development and execution of policies, regulations, rules and technical programs, ensures effective planning, budgeting, and delivery of services, and shares responsibility with the other NHDES Directors for the achievement of the Department's overall mission and goals.

Position Summary: Develops and advocates for public policy and regulatory objectives that reflect stewardship of resources, and the needs of the citizens and economic interests of the State. Provides oversight and leadership to ensure that day-to-day objectives as well as long-term strategic objectives are effectively planned, budgeted, and delivered. Consults with the NH Water Council, the NH Wetlands Council and the NH Water Well Board with respect to policy, programs, and operations of the Division, and represents the NHDES at the state and federal levels.

- ✓ Develops implements and oversees the WD procedures, regulations, actions and technical programs to ensure that the highest water quality standards possible are maintained and that the mandates of applicable state statutes, administrative rules and federal requirements are met.
- ✓ Ensures that the WD has the necessary human, technical and budgetary resources to meet its regulatory mandates and program objectives. Takes action to ensure the fiscal sustainability of essential services, securing appropriate federal funding, performance partnerships, and fee-based revenue generation.
- ✓ Represents the DES at federal, regional and multi-state hearings, proceedings and meetings and associations. Provides testimony to legislative committees and scientific and engineering expertise to address water pollution and related environmental problems in support of the mission, goals and programs of the Department.
- ✓ Develops and maintains performance metrics. Supports a culture of teamwork, rapid response and continuous learning and improvement. Executes a primary leadership role in determining requirements and identifying obstacles to be overcome so that outcomes are of exceptional quality and completed on time and within budget.
- ✓ Builds and maintains relationships between and among the NHDES, regulated community leaders, environmental organizations and other stakeholders, creating and supporting strategic alliances and innovative programming.

- ✓ Shares accountability with other members of the NHDES Senior Leadership Team for maintaining a strong ethical culture built on integrity, transparency and science and the rule of law.
- ✓ Advances the department's public policy and regulatory objectives through public engagement, effective communication and outreach or advocacy.

Education: A baccalaureate or master's degree from an accredited college or university.

Experience: A minimum of five or more years of experience at the department level as a senior administrator or environmental engineer, responsible for the administration of sanitary or environmental engineering programs in the public or private sector, inclusive of personnel development and management, goal attainment and stakeholder satisfaction.

License / Certification: Must possess a valid license or certificate of registration to practice civil, sanitary, or environmental engineering issued by a lawfully constituted registration board of any state of the United States.

Special Requirements: This position requires excellent administrative, managerial, leadership, and oral, written and interpersonal communication skills to oversee the activities of a complex organization. Must have knowledge of highly complex regulatory and business procedures and strategies in the fields of water resource management. Must have successful experience executing strategic planning and development on a large scale. Must be able to effectively interact with diverse stakeholders and governmental figures at the highest levels. Experience with programs using fee-based revenue generation. Excellent skills in negotiation and guiding diverse groups of people, providing vision and solutions, and leading groups to understanding and consensus. Proven collaborative skills. Technical experience with the principles of LEAN or other continuous process improvement methodologies preferred.

This position serves a four year term, assigned to Group HH of the state unclassified salary schedule (currently \$82,027 to \$108,961, with possible additional increases). Once confirmed, the selected candidate will fill the remainder of a four year term which began on May 24, 2018, and then be eligible for re-appointment consideration and confirmation to a subsequent four year term in May, 2022.

Resumes and confidential inquiries should be directed to Pamela Sopczyk, Administrator, at Pamela.Sopczyk@des.nh.gov.

The State of New Hampshire total compensation package features an outstanding benefits, including: HMO or POS Medical and Prescription Drug benefits; Dental Insurance; a State Defined Benefit Retirement Plan and a Deferred Compensation 457(b) Plan; and \$50,000 state paid life insurance plus access to additional low cost group life insurance.