ASSISTANT UTILITIES DIRECTOR
ORRVILLE, OHIO
THE COMMUNITY
Orrville, Ohio, founded in 1852, thrives as a vibrant city in Wayne County, known for its ties to agriculture and industry and notably for hosting the headquarters of the J.M. Smucker Company. Orrville’s strong community spirit is evident through its cultural events and educational offerings, including its local school district and the University of Akron Wayne College. Collaborative efforts with organizations like the Heartland Education Association further enrich the educational experience and strengthen community ties.

There are many recreational opportunities, including biking, swimming, tennis, pickleball, golf, and various racing venues. Surrounded by picturesque countryside, Orrville provides easy access to larger urban centers like Akron, Cleveland, and Canton. These nearby cities offer rich cultural experiences, including world-class art museums, lively theater scenes, and renowned music venues. Whether enjoying the art scene or embracing the area’s natural beauty, Orrville offers the perfect combination of small-town charm, with its friendly atmosphere and close-knit community, and easy access to diverse cultural activities.

SNAPSHOT OF ORRVILLE’S DEMOGRAPHICS AND AMENITIES:
- Population – 8,452 (2020 census)
- Median age of 36.7 years old
- Median household income $60,978
- Median value of an Orrville home $142,800

- The Orrville School District is known for its commitment to academic excellence and student success. With innovative teaching methods and advanced technology, the district offers a comprehensive curriculum for K-12 and prioritizes personalized learning and student engagement. Supported by dedicated educators and an active community, Orrville City Schools provide various academic, athletic, and extracurricular opportunities to nurture holistic student development. The district has a beautiful, cohesive campus, including a state-of-the-art auditorium, versatile multi-purpose training center, and seamless access to Orr Park.

- The University of Akron Wayne College offers four-year bachelor’s degrees and a variety of associate degrees via small class sizes and flexible schedules, including part-time and hybrid options, serving as an educational hub designed to meet your busy life.

- Residents benefit from a comprehensive suite of publicly owned utilities managed by Orrville Municipal Utilities (OMU). This suite includes reliable electric service, clean drinking water, and a sanitary sewer system. With a focus on sustainability and environmental stewardship, Orrville Utilities strives to provide residents with safe, reliable, and affordable utilities that contribute to the overall well-being and prosperity of the community.

- Orrville encompasses 6.13 square miles.
GOVERNMENT IN ORRVILLE
The City of Orrville operates under a Council-Mayor form of government established by its Charter. A seven-member Council, led by a separately elected President who doesn’t vote, except in ties, holds legislative authority. The City’s chief executive, the part-time Mayor, appoints key department directors (Finance, Law, Public Safety and Service) and serves a four-year term. Utilities are overseen by a separate, five-member Public Utilities Board, appointed by the Mayor and approved by Council. This independent board manages utility operations, sets rules and rates, and appoints the Director of Utilities. This two-tiered structure ensures dedicated, public-spirited leadership for City governance and essential services.

Orrville is a full-service municipality, including Police, Volunteer Fire & EMS, Public Works (streets, parks, and pool), Electric, Water, and Sewer. The City has 115 full-time employees and an additional 55 part-time summer employees. The adopted FY 2024 budget for the Utility is $42M. For more information, visit www.orrutilities.com.

ASSISTANT UTILITIES DIRECTOR (AUD) IN ORRVILLE
The Assistant Utilities Director will have the following major areas of responsibility:

1. **Strategic Planning and Leadership**: Developing and implementing long-term strategies to achieve organizational goals, providing vision and direction to the team.

2. **Utility Operations Oversight**: Ensuring the efficient and effective operation of utility systems, including water, wastewater, electric generation/transmission, and tech services.

3. **Budgeting and Financial Management**: Developing and managing budgets for utility operations, ensuring financial sustainability and accountability.

4. **Personnel Management and Development**: Recruiting, training, and supervising staff, fostering a positive work environment, and promoting professional growth and development.

5. **Stakeholder Communication and Collaboration**: Establishing and maintaining effective communication channels with stakeholders, including city officials, council members, utility board members, and the public.

6. **Infrastructure Maintenance and Improvement**: Planning and overseeing maintenance, repair, and improvement projects for all utility operations to ensure safety and reliability.
CHALLENGES AND OPPORTUNITIES

Public utilities face multifaceted challenges that demand innovative solutions and strategic foresight. One pressing issue is the need to modernize aging infrastructure to meet increasing demand and enhance resilience against cyber threats. Securing additional water supply and storage, aging water and wastewater infrastructure, and constructing a second electrical connection are also current challenges. Continued planning for installing more behind-the-meter generation and an AMI system will present opportunities. Additionally, this position must navigate complex regulatory and legislative landscapes, balancing compliance with evolving environmental standards while keeping utility services affordable for customers. Rising energy costs, and the transition to renewable energy sources present financial and operational challenges that require careful planning and investment.

Furthermore, growing expectations for sustainability and environmental stewardship necessitate the adoption of cleaner technologies and practices, adding another layer of complexity to utility operations. The emergence of new technologies, such as smart meters and data analytics, offers opportunities for efficiency gains but also requires significant investment and expertise to integrate effectively. We must navigate these challenges while maintaining reliable service delivery, fostering community engagement, and ensuring the long-term viability of utility operations.

THE IDEAL CANDIDATE

The ideal candidate for the role possesses a four-year degree in engineering, an MBA preferred, and at least five years of relevant experience, demonstrating a solid understanding of the public power industry and proven engagement with administrative officials and governing boards. Exhibits proficiency in water and wastewater systems, electric generation, distribution, power supply planning, and transmission systems, coupled with a background in energy markets and regional transmission operations. With exceptional communication and collaboration skills, can effectively lead, direct, and manage projects while ensuring compliance with applicable regulations. Leadership is marked by integrity, transparency, and a forward-thinking mindset, fostering a culture of excellence and innovation. Prioritizes staff development and safety, maintains effective communication with stakeholders, and exhibits a friendly, approachable demeanor. Encourages creativity, responsibility, and accountability within the organization. The ideal candidate will embody a proactive, organized, and thorough management style, capable of navigating complex challenges and driving positive outcomes in a collaborative environment.

EDUCATION AND EXPERIENCE

All candidates should have the following qualifications or equivalent of experience.

- A four-year degree in an engineering field is essential, MBA preferred, coupled with five years related experience
- Strong knowledge of the public power industry and experience engaging with public power administrative officials and governing boards.
TECHNICAL EXPERTISE

- Proficiency in water and wastewater systems, electric generation, power supply planning, and transmission/distribution.
- Background in energy markets and familiarity with regional transmission operators.
- Comprehensive understanding of electric generating plant technical requirements, distribution, and transmission systems. Responsible for continuous maintenance, replacement, and improvement to achieve optimal operational efficiency and safety.
- Subject to Utility Board approval, prepare and implement budgets for all utility operations and ensure adequate rates to support existing operations and long-term capital improvements.

COMMUNICATION AND COLLABORATION

- Effective communication skills and ability to collaborate with other City departments, the City Council, and the Public Utilities Board.
- Proven ability to lead, direct, and manage projects, administer policies and procedures, oversee budgets, and prepare long-term plans and reports.
- Exceptional character and execution ability, grounded in experience.
- Interpretation, enforcement, and communication of compliance with applicable Federal, State, and local policies, rules, laws, and regulations.

PERSONNEL

- Establishment and maintenance of an organizational structure for safe, efficient, and cost-effective performance of all OMU operations.
- Implementation and enforcement of rules, laws, regulations, and industry best practices applicable to OMU personnel and their employment duties.
- Continuous training of personnel in industry best practices and procedures, along with supervision of all personnel matters.
- Provide overall supervision of OMU personnel, including all matters related to hiring, termination, and disciplinary actions pursuant to OMU personnel policies and procedures and applicable law.

PROFESSIONAL INTEGRITY AND REPUTATION

- Chief spokesperson for all public communications regarding OMU and its operations.
- Chief spokesperson in all communications and interactions with AMP, promoting positive and cooperative business relations.
- Exemplary personal reputation for honesty, integrity, professionalism, and proficiency in employment responsibilities.
- Demonstrated leadership ability in a complex, changing environment with high intellectual and emotional maturity.
- Highly effective leadership skills. The AUD successfully manages and empowers others in a complex, changing environment.
- A people-oriented leader. The AUD leads and empowers staff and actively supports their growth and development.

LEADERSHIP AND STRATEGIC VISION

- Establishment of clear expectations, transparent communication, effective delegation, and accountability.
- Visible leadership actively supports staff and fosters a culture of excellence.
- Forward-thinking mindset, implementing innovative ideas and best practices.
- Proven track record in managing complex projects involving multiple stakeholders.
MANAGEMENT STYLE/PERSONAL TRAITS

- Personal and professional integrity, inspiring confidence in appointed and elected officials, staff and the public.
- Organized and thorough approach to all job aspects.
- Friendly, approachable style encouraging collaboration and effective working relationships.
- Proactive approach to staff development and training with a focus on safety.
- Effective communication with staff, public, and elected officials.
- Candid, direct, tactful, and diplomatic communication style, coupled with a consistently positive demeanor.
- Commitment to encouraging creativity, responsibility, and accountability in a collaborative environment.
COMPENSATION, BENEFITS AND THE ORGANIZATION’S CULTURE

The starting salary is $114,545 to $154,731 DOE/DOQ, plus an excellent benefit package. OMU is part of the Ohio Public Employees Retirement System.

The organization prides itself on its commitment to customer service and teamwork. Staff members interact daily and have strong interdepartmental relations. The City government organization strives to be a workplace of choice, with a staff that demonstrates a high-output work ethic.

HOW TO APPLY

Candidates should submit a cover letter, resume, and contact information for five work-related references to jbrediger@orrutilities.com. The position will remain open until filled, with the first review of applications beginning July 26, 2024. Take advantage of this opportunity to make a real impact in a thriving community! The City of Orrville is an Equal Opportunity Employer.