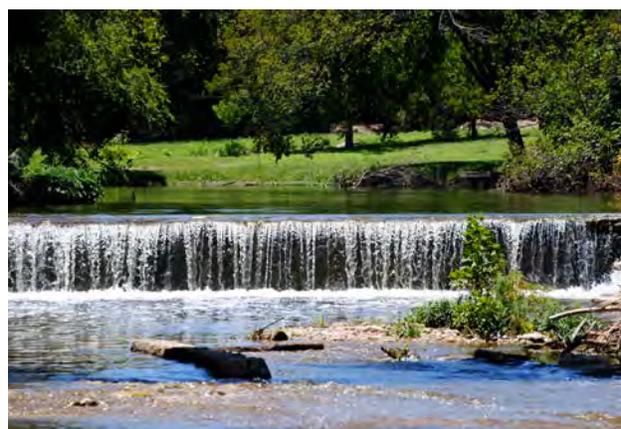




GENERAL MANAGER

Upper Brushy Creek Water Control and Improvement District





About the District

The Upper Brushy Creek Water Control and Improvement District (WCID) is responsible for the operation and maintenance of 23 flood control structures within the Upper Brushy Creek watershed in the Brazos River Basin of Williamson County, Texas. Most of the dams are located around the cities of Round Rock, Leander, Cedar Park, and Hutto.

The District was originally a part of the Brushy Creek Water Control and Improvement District No. 1 of Williamson and Milam Counties. This original district, created in 1957, served as the local sponsor for the U.S. Department of Agriculture-Soil Conservation Service's construction of 46 dams within the Brushy Creek watershed. Built as low-hazard dams in rural areas at the time of construction, these structures are now in rapidly-developing areas and have a high-hazard risk classification.

In November 2001, voters approved splitting the original WCID into two separate districts. In May 2002, voters in the newly formed Upper Brushy Creek WCID authorized an ad valorem tax of up to 2 cents per \$100 of property valuation to fund a Dam Safety Program for the District's 23 dams.

The purpose of the District's dam safety program is to upgrade the existing dams to newer, more stringent state design and safety regulations. Winner of the 2008 Association of State Dam Safety Officials Western Regional Award of Merit, the program is currently ahead of the original, projected 10-year schedule.

Governance & Organization

The Upper Brushy Creek Water Control and Improvement District ("District") is governed by the Board of Directors ("Board") whose 5 members are elected at-large to staggered four-year terms of office. The Board bi-annually elects a president, vice-president, and secretary from its members. Each member of the Board serves on two of the District's five standing committees: IT/Administration, Regional Issues, Finance, Administration, and Technical/Capital Improvements/Dam 101 ILA Technical.

MISSION

The mission of the Upper Brushy Creek Water Control and Improvement District is to maintain and improve flood control structures and take appropriate measures to protect public safety as well as economic infrastructure of the District, in consultation and cooperation with other governmental entities. The District will actively foster a regional perspective and will encourage cooperation among governmental entities. We will accomplish these tasks utilizing cost-effective methods, minimizing the impact to the environment, considering the community values of our stakeholders, and conducting our business with openness, honesty, and integrity.

Service Area

CEDAR PARK

Located just 17 miles from downtown Austin, Cedar Park, Texas, is ideally situated on the edge of the beautiful Texas Hill Country and Central Texas Highland Lakes Region. It covers 33 square miles, with most of the city located in Williamson County and a portion in Travis County. Having grown by more than 400 percent in the last decade, Cedar Park is now the third largest city in the Austin area and one of the fastest growing cities in the U.S. This thriving community is home to more than 75,000 residents who enjoy the city's unique charm, high quality of life, and family-friendly environment.

Cedar Park is an integral and recognized component of the rapid growth and economic prosperity Central Texas has experienced. Bergstrom International Airport, providing air carrier service to a broad variety of destinations, is conveniently located within a 30-minute drive. Existing highways and roadways provide easy access to nearby Austin, with its internationally recognized variety of music, cultural, recreational, and sporting amenities.

HUTTO

Hutto, Texas, is ideally situated along the SH-130 corridor, just 30 minutes from downtown Austin, in Williamson County. Located only 10 miles from Round Rock's high-tech manufacturing and assembly center, Hutto is a vibrant business hub that boasts great connectivity and convenient access to the amenities of a large metropolitan area, with a friendly, small-town ambiance. It is not only one of Austin's fastest growing suburbs, it is also one of the fastest growing cities in the nation, and it's easy to see why—the people make the difference. People choose Hutto for the active neighborhoods, a strong sense of community, for the dedicated teachers and administrators at the high-performing Hutto Independent School District, and the ability to enjoy small town living while still being a short drive from the heart of the Texas State Capitol.

Hutto's astronomical level of growth is expected to continue, with its population projected to reach 45,000 by the year 2040. Residents enjoy a high quality of life in a friendly, welcoming atmosphere, and, although the city has grown very quickly, neighbors know one another and are actively engaged in the community. Hutto has received several honors, including being named one of the "Top 100 Places in Major Markets to Locate Your Business" by Southern Business and Development magazine. The city was recently recognized as the "Top Place in Texas to Raise a Family," the "#1 Local city (in the Austin area) For Young Couples," "One of the Top 100 Places in Major Markets to Locate a Business," and is consistently ranked one of the fastest growing and safest cities in the country.

LEANDER

Conveniently located on the northern edge of the Austin Metro area, Leander is one of the fastest growing communities in Texas. The city is known for its quality of life, excellent schools, hometown pride, and one of the lowest crime rates in the state. Peaceful and family-friendly with beautiful scenic vistas, Leander is home to over 57,000 residents who enjoy the Texas Hill Country and the amenities and charm of a small community, while being close to the greater Austin business and entertainment scene, State Capitol, University of Texas, and Bergstrom International Airport.

Leander is well-connected to Austin and surrounding communities. The area is served by exceptional transit service operated by Capital Metro, including MetroRail and Express Bus. The terminus of the MetroRail line, Leander Station, links downtown Austin with Leander and provides an excellent commuter alternative. Superior transportation is one reason Williamson County has realized the fastest rate of income growth in Texas and one of the highest in the nation. Williamson County is ranked the seventh-fastest growing county in the nation with an estimated population of slightly more than a half-million people.

ROUND ROCK

The city of Round Rock, Texas, located just 15 miles north of downtown Austin, is one of the fastest growing and best-managed municipalities in Texas. Round Rock is a major center for economic development in central Texas, and its 108,664 residents enjoy an incredibly high quality of life. This progressive community is home to international industries, large shopping centers, major medical facilities, several university complexes, an outstanding municipal golf course, and a minor league baseball team.





The city has an award-winning park system and school district and is one of the safest cities with a population over 100,000 in the U.S. Round Rock is only 30 minutes away from area lakes and is home to a National Gold Medal park system that includes 34 developed parks spanning more than 2,002 acres and trail corridors. Old Settlers Park, one of the largest parks in the region, offers 645 acres of rolling countryside for local events and festivals and is home to the newly expanded Rock' N River Family Aquatic Center, an extremely popular spot for families in the summer. For golf lovers, city-owned Forest Creek Golf Course has been named one of the top five public-play courses in Texas.

About the Position

The General Manager serves as the chief administrative officer of the District and is responsible to the Board for all day-to-day management, operations, and matters of the District. As such, the General Manager will be tasked with the following:

- Directing the District's strategic planning process, capital improvement projects, major maintenance projects, routine or ongoing maintenance, and initiating programs that advance the District's interests. Ensuring that the District not only achieves its mission, but does so with the greatest degree of timeliness, efficiency, effectiveness, and for the least possible cost to its constituents will always be a priority.
- Ensuring that the District always meets its fiduciary responsibilities, fully meets its contractual obligations and never fails to comply with applicable governmental regulations (TCEQ, Corps of Engineers, etc.) regarding permitting, operations, and reporting.
- Emergency planning and management in times of threat or flood.
- Exploiting grant-in-aid and, when appropriate, loan opportunities via the TWDB, NRCS, and FEMA.
- Improving relationships and forging strategic alliances with District cities, state agencies, federal agencies, and the Texas Legislature. Maximizing cost sharing opportunities with District cities will be particularly important.
- Taking the District's small, but talented and growing workforce to the next performance level. Creating a culture of excellence, employing best practices, and promoting continuous improvement will be an ongoing priority for the General Manager.
- Keeping the Board apprised of political, legal, regulatory, engineering, and technological developments that impact the District's plans, projects, operations, and costs.
- Promoting a positive public image of the District through media and community engagement.



Ideal Candidate

The District's next General Manager will be a strong, innovative, visionary, but grounded leader who is personable and collaborative. The solutions-oriented critical thinker selected will be a mature, thoughtful, ethical, disciplined, diplomatic, steadfastly strategic, and results-driven manager who inspires and motivates others by example. Ideally, the incoming General Manager will be an experienced engineering professional with a subject expertise in flood control who has successfully served governmental entities like the District.

The successful candidate, a good listener and communicator, must have highly developed problem solving, technical, project management, negotiation, and presentation skills. An ability to identify and co-opt best practices, embrace emerging technology, increase professionalism, and promote innovation is extremely important. The Board seeks someone who can unite the organization with a shared sense of purpose, promote teamwork, fully articulate expectations, delegate responsibility with clarity, and create a culture of accountability. Since the District employs so few full-time employees, the incoming General Manager must coach as well as mentor subordinates and play a hands-on role in day-to-day District operations and service delivery.

The new General Manager will skillfully guide the Board through the decision-making process, being politically savvy but never political. The ideal candidate will communicate directly and frankly, but always positively and respectfully. Gaining an understanding of the Board's preferred method of receiving information and fully informing its members in the most appropriate and timely manner will be important. Creating a close, positive, productive, and lasting relationship with the Board will be paramount for the incoming General Manager.

The new General Manager will be fiscally responsible with a "lean" orientation. The ideal candidate's broad knowledge of public finance, proven budget skills and sound business acumen will ensure that the District never fails to meet its financial responsibilities or obligations. The person selected should have the knowledge, skills, and ability to guide the Board in cost management strategies and financial policy alternatives.

EDUCATION & EXPERIENCE

The selected candidate must have a bachelor's degree in civil engineering or a closely related field, ten (10) years of increasingly responsible engineering experience with five (5) years of management experience, experience managing civil infrastructure projects (design through construction), and a knowledge of dams as well as their regulation. Professional level engineering experience may substitute for the degree requirement on a year-to-year basis. Registration as a Professional Engineer with the State of Texas (P.E.), certification as a floodplain manager (C.F.M.), and certification as a project manager (P.M.P.) is preferred but not required.



Compensation & Benefits

The starting annual salary range for this position is \$110,000 to \$140,000 depending on qualifications and experience. The District will provide a full range of outstanding benefits including a "take home" district vehicle, retirement (TCDRS at 4% at 2:1 deposit ratio), group medical coverage, life insurance, and cell phone/data allowance to the General Manager.

Application Process

Please apply online at: bit.ly/SGRCurrentSearches

For more information on this position contact:

Mike Tanner, Senior Vice President
Strategic Government Resources
MikeTanner@GovernmentResource.com
361-813-3707

This position is open until filled. To view the status of this position, please visit: bit.ly/SGRCurrentSearches

The Upper Brushy Creek Water Control and Improvement District is committed to providing equal employment opportunity to qualified persons without regard to race, sex, color, religion, national origin, citizenship, marital status, sexual orientation, age, disability, military, veteran status, or any other protected status or classification under federal law.

RESOURCES

Upper Brushy Creek WCID
upperbrushycreekwcid.org

City of Cedar Park
cedarparktexas.gov

City of Hutto
huttotx.gov

City of Leander
leandertx.gov

City of Round Rock
roundrocktexas.gov

