



UTILITIES DIRECTOR

Utilities Department

Annual Salary:
\$128,440 - \$170,185 DOE/DOQ

Charlotte County, Florida



Are you a strategic and forward-thinking utilities leader who can guide complex water and wastewater operations while building a strong, people-centered culture? If so, apply to be Charlotte County's next Utilities Director!

We're looking for an exceptional and collaborative executive who is:

- A proven team builder and culture champion
- An effective communicator who can engage staff, leadership, and the community
- A data-driven decision maker with strong operational expertise

Charlotte County - delivering exceptional service and quality of life - read on to learn more about this opportunity!

Executive Recruitment Provided by

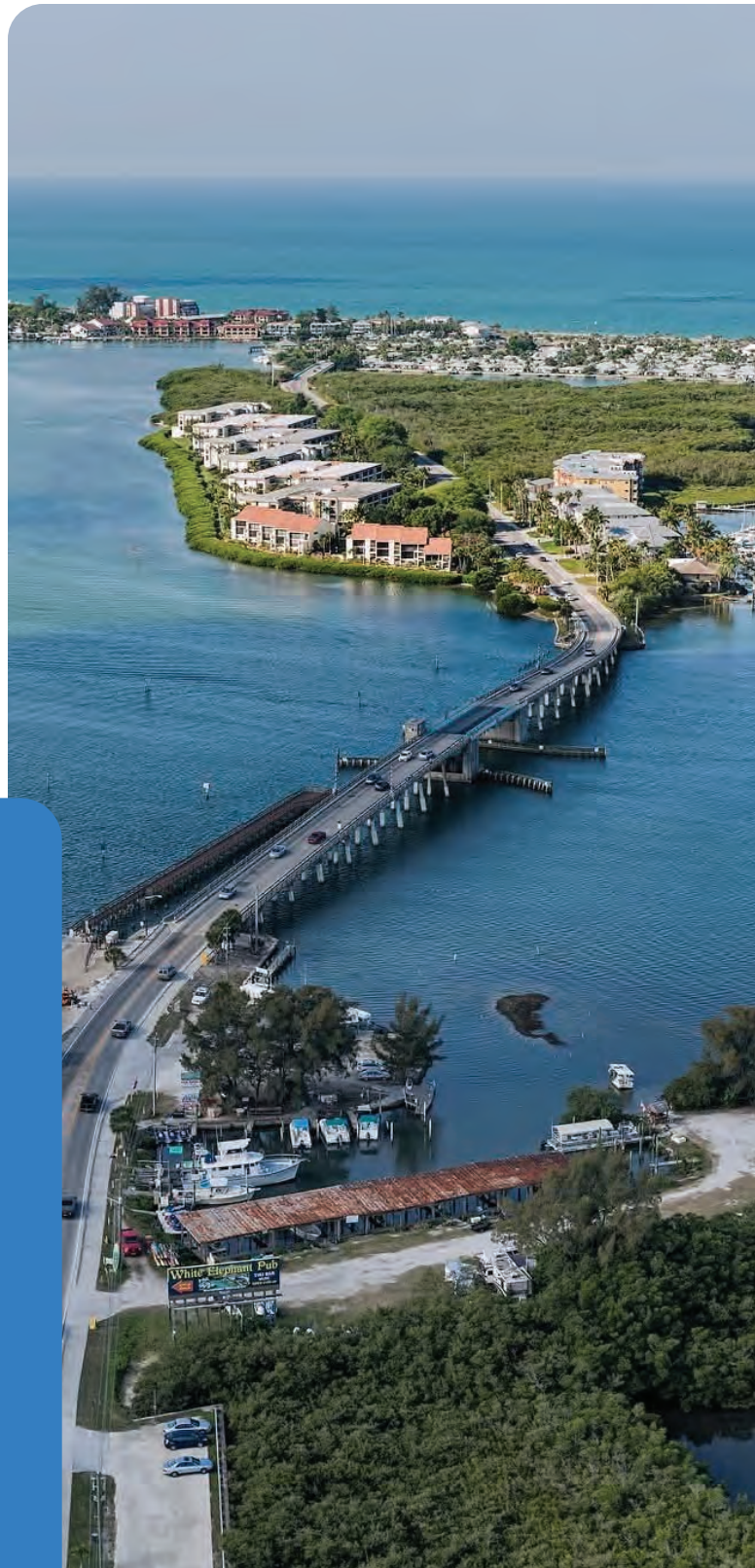


ABOUT THE COMMUNITY

Charlotte County, Florida is a vibrant coastal community of more than 224,000 residents known for its scenic waterfronts, relaxed lifestyle, and exceptional quality of life. Located between Fort Myers and Sarasota along Charlotte Harbor, the county offers a unique blend of natural beauty, economic growth, and welcoming neighborhoods.

Residents enjoy 165 miles of waterways, abundant parks and recreation, and convenient access via I-75, U.S. 41, and Punta Gorda Airport. Communities such as Port Charlotte, Punta Gorda, Englewood, and Boca Grande provide diverse living options while maintaining a strong sense of place.

Charlotte County continues to grow, attracting new residents and businesses while preserving its coastal charm. The area is known for strong schools, affordability, and a high quality of life.



POPULATION
224,000



MEDIAN HOUSEHOLD INCOME
\$69,952



MEDIAN HOME VALUE
\$328,900
AVERAGE MONTHLY RENT
~\$1,500

[Tourism](#)



[History](#)



GOVERNANCE & ORGANIZATION

Charlotte County operates under a council-manager form of government, with a five-member Board of County Commissioners serving as the policy-making body. Commissioners are elected countywide to four-year staggered terms.

The County Administrator serves as the chief administrative officer and oversees daily operations. Key appointed positions include the County Administrator, County Attorney, and Economic Development Director. The County provides a full range of municipal services with a focus on accountability and community engagement.



ABOUT THE JOB

The American Public Works Association (APWA) accredited Utilities Department provides potable water, wastewater, and reclaimed water services with more than 70,000 businesses and residences served. The department oversees extensive infrastructure, regulatory compliance, and long-term planning.

Reporting to the County Administrator, the Utilities Director will:

- Lead all operations of water, wastewater, and reclaimed water systems
- Oversee major capital projects including plant expansions and infrastructure improvements
- Develop and implement long-range strategic and master plans
- Manage departmental budget, personnel, and regulatory compliance
- Build relationships with the County Commission, staff, and regional partners

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Administration
- Asset Management
- Customer Service
- Engineering Services
- Operations

DEPARTMENT QUICKFACTS



EMPLOYEES

~325



DEPARTMENT BUDGET

~\$490

MILLION (FY2026)

KEY PROJECTS FOR 2026

- Implementation of the comprehensive Utilities Strategic Plan focusing on a long-term, strategic approach to capital planning and the sustainable future of the utility system
- Oversight of major capital construction and plant expansion projects
- Advancement of septic-to-sewer conversion initiatives
- Streamlining development review processes across departments
- Strengthening relationships with the County Commission and stakeholders

IDEAL CANDIDATE

The ideal candidate is a strategic, people-focused leader with a strong background in utilities operations and organizational leadership. This individual will be a collaborative executive who values culture, transparency, and accountability.

They will demonstrate the ability to build and lead high-performing teams, foster trust across all levels of the organization, and communicate effectively with elected officials, staff, and the public. A successful candidate will be approachable, data-driven, and confident, with a proven ability to manage complex infrastructure systems and deliver excellent customer service. The next Utilities Director will align with the County's mission, vision, and values while driving innovation and long-term sustainability.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in civil engineering, public administration, business administration, or related field
- Minimum of 5 years of progressively responsible management experience in public utility systems
- Approximately 10 years of overall relevant field experience or a combination of relevant training, education, and experience

Preferred:

- Florida Professional Engineer (P.E.) license
- Water and/or wastewater certification
- Emergency management experience

SALARY & BENEFITS

- **Compensation:** \$128,440 – \$170,185 DOE/DOQ
- **Health Benefits:** Comprehensive medical coverage and access to an Employee Health Center
- **Retirement:** Florida Retirement System (FRS) – Pension or Investment Plan options
- **Additional Perks:**
 - ◆ Supportive leadership and elected officials
 - ◆ Strong organizational culture
 - ◆ Opportunity to lead a large, accredited utilities system
 - ◆ Residency required within three months of hire

Benefits



HOW TO APPLY

Apply Here



For more information on this position, contact:

Marsha Reed, Senior Vice President

marshareed@governmentresource.com | 806-789-9641

Charlotte County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.