



DEPUTY DIRECTOR OF UTILITIES

Utilities Department

Annual Salary: \$137,280

*plus education incentives, phone allowance,
City provided take home vehicle, and
advanced professional certification pay*

Carlsbad, New Mexico

Are you an experienced utilities professional who can help lead complex water, wastewater, environmental, and solid waste operations while supporting major infrastructure investments? If so, apply to be Carlsbad's next Deputy Director of Utilities!

We're looking for an exceptional, well-rounded leader who is:

- Knowledgeable in water and wastewater system operations
- A strong communicator who can work effectively with employees, elected officials, City management, and the public
- Hands-on, adaptable, and skilled in municipal budgeting, operations, and personnel management

Carlsbad—A Place to Live, Work, & Play! – read on to learn more about this opportunity.

ABOUT THE COMMUNITY

Carlsbad is a dynamic, growing city of 32,524 residents nestled along the Pecos River in southeastern New Mexico's Permian Basin. Fueled by potash mining, oil & gas, nuclear research, and a flourishing tourism sector anchored by world-renowned Carlsbad Caverns National Park, the city blends small-town charm with global energy expertise.

Located just 25 miles from the Carlsbad Caverns and 140 miles northeast of El Paso, Carlsbad offers year-round sunshine, riverfront recreation, and family-friendly festivals such as the Christmas on the Pecos and CavernFest. Settled in the late 1800s as a health resort, Carlsbad today features a revitalized downtown, robust infrastructure investments, and a regional airport.



POPULATION

32,524



MEDIAN HOUSEHOLD INCOME

\$72,306



MEDIAN HOME VALUE

\$200,000

AVERAGE MONTHLY RENT

\$1,236

Tourism



History



GOVERNANCE & ORGANIZATION

Carlsbad operates under a Mayor-Council system with a professional City Manager. The Mayor and eight Councilors are elected by district to four-year staggered terms with no term limits. The City delivers a full slate of services with over 500 professional staff, including:

- Public Safety (Police & Fire)
- Utilities & Public Works
- Community Development, Parks & Recreation



ABOUT THE JOB

The Utilities Department provides essential services to the Carlsbad community, including municipal and Double Eagle water systems, wastewater operations, environmental services, and solid waste services. The Deputy Director assists the Director of Utilities in managing these functions and maintaining safe, reliable, and responsive utility services.

Reporting to the Director of Utilities, the new Deputy Director of Utilities will:

- Supervise and oversee water, wastewater, environmental services, and solid waste operations.
- Work with supervisors, employees, and union representatives to maintain productive labor relations and compliance with union agreements.
- Oversee personnel performance, training, safety procedures, and operational response to emergencies.
- Assist with purchasing, bid specifications, budgets, equipment planning, statistical reporting, and long-range operational planning.
- Work with residents, City departments, elected officials, boards, and committees to address utility needs and resolve service concerns.

DEPARTMENT STRUCTURE

- Municipal and Double Eagle Water Systems
- Carlsbad Wastewater System
- Environmental Services
- Solid Waste Services

DEPARTMENT QUICK FACTS

- **Budgeted Revenue:** \$52.5M
- **Budgeted Labor:** \$6.8M
- **Budgeted Operating:** \$4.2M
- **Budgeted Capital:** \$62.2M

DEPARTMENT PROJECTS FOR 2026

- Work with the Projects Team to deliver a **\$62.2 million capital improvements program**
- Complete a **\$17 million pipeline to the well field**
- Develop creative solutions to address and fill departmental vacancies

Full Job Description





THE IDEAL CANDIDATE

The ideal candidate will be a well-rounded utilities professional who combines strong operational knowledge with an ability and willingness to continue learning. This individual should take the time to understand how the City currently operates while being comfortable recommending thoughtful changes and improvements when appropriate.

The successful candidate will be an effective communicator capable of making presentations to elected officials, City management, and the public. Strong political acumen is important, but the Deputy Director must remain professionally neutral and focused on effective service delivery. The ideal candidate will understand budgeting and municipal budget processes and be willing to take a hands-on approach when circumstances require it. Knowledge of the oil and gas industry will be beneficial given Carlsbad's economic environment.

EXPERIENCE & QUALIFICATIONS

Required:

- High School Diploma or GED
- Minimum of seven years of increasingly responsible utility program management experience
- Minimum of three years of experience in water/wastewater operations supervision or management
- Water Operator IV and Wastewater Operator IV New Mexico certification; candidates are expected to obtain the required certification within two years of hire
- Valid New Mexico driver's license
- Residency within the City required within six months of hire

Preferred:

- Bachelor's Degree in a relevant field; a degree in a relevant field may substitute for a portion of the required non-supervisory experience
- Knowledge of municipal water and wastewater infrastructure and applicable state and federal regulations
- Experience with budgeting, program development, employee supervision, and training
- Knowledge of the oil and gas industry



SALARY & BENEFITS

- **Compensation:** \$137,280 annually
- **Health Benefits:** Medical coverage through Blue Cross Blue Shield, along with dental and vision coverage.
- **Retirement:** Participation in the New Mexico Public Employees Retirement Association (PERA). The City of Carlsbad elected to pay 75% of employee member contributions to PERA; therefore, the employee pays 4.1625% and the City pays 24.2875%.
- **PTO:** The City offers 13 paid holidays, plus vacation and sick leave.
- Relocation assistance and temporary housing are available for an out-of-town candidate.
- **City Vehicle provided.**
- **Phone Allowance:** \$65 per month.
- **Education Incentives:** The City provides incentives for advanced degrees.
- **Tuition Reimbursement:** A Tuition Reimbursement Program is available to support continued professional development.
- **Certification Incentives:** The City offers a Certification Incentive Program for advanced certifications beyond those required for the position.
- **Social Security:** The City participates in Social Security.

HOW TO APPLY

Apply Here



For more information on this position, contact:

Marsha Reed, Senior Vice President Executive Recruitment

marshareed@governmentresource.com | 806-789-9641

The City of Carlsbad is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.