

# UTILITIES DIRECTOR

Utilities Department

**Annual Salary:**

**\$190,000–\$220,000 per year, DOQ**



Are you an experienced utility executive who can lead complex water and wastewater operations, strengthen long-term financial and capital planning, and build productive relationships across an organization and region? If so, apply to be the City of Grand Junction's next Utilities Director!

We're looking for an exceptional, collaborative leader who is:

- An experienced executive with strong knowledge of water and wastewater utilities
- Financially astute, with expertise in enterprise utilities and major capital programs
- A skilled communicator and relationship-builder who can work effectively with employees, elected officials, customers, regulators, and regional partners

Grand Junction offers the opportunity to build on a strong departmental foundation while leading increasingly complex utility systems as an integral member of the City's executive team.





# ABOUT THE COMMUNITY

Grand Junction is Western Colorado’s regional hub for healthcare, education, culture, and commerce. Located at the confluence of the Colorado and Gunnison Rivers and surrounded by the Grand Mesa, Book Cliffs, and Colorado National Monument, the community combines small-city accessibility with exceptional outdoor recreation and regional amenities. Residents enjoy hiking, mountain biking, climbing, rafting, fishing, skiing, camping, a vibrant downtown, local arts and entertainment, and nearby wine country.

Grand Junction’s history is closely connected to its location at the confluence of the Colorado and Gunnison Rivers. The area was part of the Northern Ute Reservation in the early 1800s before settlement began in 1881. The community ultimately became known as Grand Junction because of its location at the junction of the Gunnison and Colorado Rivers. Grand Junction became the Mesa County seat in 1883, and the arrival of the Denver and Rio Grande Railroad in 1887, followed by major irrigation development, helped establish the community as an important agricultural center.

# GOVERNANCE & ORGANIZATION

The City of Grand Junction is a home-rule municipality operating under a Council-Manager form of government. The seven-member City Council includes five members representing City districts and two at-large members. Council members serve four-year, staggered terms, and the Mayor is selected by the Council for a one-year term. The City’s 2026 budget authorizes approximately 900 full-time positions across 14 departments.

The City provides a full range of municipal services, including:

- Public safety
- Water and wastewater utilities
- Engineering and transportation
- Streets
- Solid waste and recycling
- Parks and recreation
- Community development and other municipal services

Employees are guided by three core values: **Continuous Improvement, Collaborative Partnerships, and Exemplary Service.**



POPULATION  
**71,827**



MEDIAN HOUSEHOLD INCOME  
**\$70,080**



MEDIAN HOME VALUE  
**\$389,800**  
MEDIAN MONTHLY RENT  
**\$1,142**

**HISTORY**



**TOURISM**





## ABOUT THE JOB

The Utilities Department provides reliable, high-quality water and wastewater services that protect public health, support community growth, and preserve the environment. Its responsibilities include water supply and treatment, distribution, wastewater collection and treatment, environmental compliance, laboratory services, asset management, and conservation.

Reporting to the Deputy City Manager, the Utilities Director will:

- Lead, develop, and support a high-performing Utilities team, fostering collaboration, accountability, employee development, and succession planning.
- Provide strategic and operational leadership for the City's water and wastewater utility systems.
- Establish departmental goals, priorities, policies, service levels, and long-range plans.
- Lead enterprise fund budgeting, financial forecasting, rate studies, and financial stewardship.
- Guide major utility capital improvement programs and infrastructure investments.
- Represent Utilities with City leadership, elected officials, customers, regulators, community organizations, and regional partners.

[FULL JOB DESCRIPTION](#)



## DEPARTMENT STRUCTURE

Divisions / Major Functions:

- Water Services
- Wastewater Services
- Utility asset management
- Environmental compliance and sustainability
- Laboratory services
- Water conservation

## QUICKFACTS

- **Employees:** 74 full-time employees
- **2026 Department Budget:** \$54.5 million, including capital projects
- **Water Treatment Capacity:** 16 MGD municipal treatment plant plus 200 GPM Kannah Creek plant
- **Wastewater Treatment Capacity:** 12.5 MGD Persigo Wastewater Treatment Plant
- **Water Infrastructure:** 19 reservoirs, 40 miles of supply lines and 308 miles of distribution piping
- **Wastewater Infrastructure:** 588 miles of sewer lines and 13,712 sewer manholes

## KEY PROJECTS / PRIORITIES FOR 2026

- **Long-Term Financial Sustainability:** Strengthen long-range financial planning, including sustainable and equitable rates, capital forecasting, reserves, debt and bond financing, grants, and other funding strategies.
- **Major Capital Investment:** Establish priorities and effectively deliver significant water and wastewater infrastructure investments, including wastewater capacity, sewer lines, lift stations, and water-system projects.
- **Water Supply and Long-Term Capacity:** Address water capacity, storage, watershed management, drought resilience, and long-term resource planning.
- **Regional Partnerships:** Maintain productive relationships with Mesa County, neighboring utilities, governmental entities, elected officials, and other regional partners.
- **Workforce Development:** Strengthen teamwork, develop future leaders, support succession planning, retain talented employees, and reduce organizational silos.
- **Regulatory and Community Leadership:** Maintain strong compliance and safety performance while helping stakeholders understand complex utility, environmental, infrastructure, and financial issues.



# THE IDEAL CANDIDATE

The ideal candidate will be an experienced utility executive who combines sufficient technical knowledge of water and wastewater systems with strong executive judgment, financial acumen, and organizational leadership. The City is seeking someone who can lead experienced technical professionals, establish priorities, develop people, and make sound decisions while maintaining credibility with employees and stakeholders.

The successful candidate will be visible, approachable, personable, collaborative, organized, and trustworthy. They will communicate complex technical and financial issues clearly, work effectively with elected officials and regional partners, and build alignment around shared priorities. Proven ability to quickly build trust and develop collaborative and productive relationships with residents, City officials, staff, and regional partners. Lead, develop, and support a high performing Utilities Team, fostering collaboration, accountability, employee development and succession planning.



## EXPERIENCE & QUALIFICATIONS

### Required:

- Seven years of increasingly responsible utility program management experience, including three years of administrative and supervisory responsibility.
- Bachelor's degree from an accredited college or university with major coursework in environmental engineering, civil engineering, public or business administration, or a related field.
- Other combinations of experience and education meeting the minimum requirements may be substituted.

### Preferred:

- Master's degree in business, public administration, civil engineering, or a related field.
- Municipal or public-sector water and wastewater utility leadership experience.
- Enterprise fund financial planning, forecasting, and rate-setting experience.
- Experience leading major capital improvement programs and asset-management initiatives.
- Water supply, watershed, storage, or drought-planning experience.
- Regulatory compliance expertise.
- Experience with intergovernmental agreements and regional utility partnerships.
- Experience working with elected officials and governing boards.
- Demonstrated success developing staff and future leaders and communicating complex utility issues to the public.

# SALARY & BENEFITS

- **Compensation:** \$190,000–\$220,000 per year, DOQ.
- **Health Benefits:** Medical, dental, and vision insurance; life and AD&D insurance; short- and long-term disability.
- **Retirement:** 401(a) with a 9% employee contribution and 9% City match; 457(b) deferred compensation with a 1% City contribution and 2% employee contribution. No employee contribution is required to receive the City's 1% contribution.
- **Paid Leave:** Generous Paid Time Off, 11 paid holidays, and 120 hours of Paid Time Off awarded on the first paycheck.
- **Additional Benefits:** Access to the City's Employee Health Clinic, including primary care, physical therapy, massage therapy, and behavioral health; City Employee Child Care Center; Employee Assistance Program; wellness incentives; and voluntary benefits.



## HOW TO APPLY

APPLY HERE



For more information on this position, contact:

**Kevin Knutson, Senior Vice President**

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Launching 9/9/2026, closing on 10/9/2026

*The City of Grand Junction is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.*