

POSITION SUMMARY – DIRECTOR OF WATER RESOURCES

Headwaters Corporation is soliciting experienced candidates for the senior-level position of Director of Water Resources. We seek an individual to provide direction and leadership for the Denver-area office of Headwaters and to plan and manage all aspects of water resources-related projects for the Corporation. This position provides senior technical and managerial oversight and management of projects, staff, and finances.

Headwaters' primary client is the Platte River Recovery Implementation Program (PRRIP or Program), which is overseen by a federal, multi-state, and stakeholder Governance Committee (GC). Headwaters provides the Executive Director, Deputy Executive Director, and staff for the Program's Executive Director's Office (EDO). The EDO is based in Kearney, NE and Program water staff are based in Headwaters' Lakewood, CO office. On average, the candidate will spend approximately 85-95% of his/her time on this project.

In addition to representing the Program at local and inter-state water related meetings, the primary involvement with the Program will be oversight and management of Water Plan implementation. The Program is nearing the end (2019) of its First Increment and will begin a First Increment Extension (2020-2032). Water Plan implementation, achievement of water milestones, and development of additional water supplies to reduce deficits to target flows is critical to the success of the Program. A wide range of alternatives will be explored to achieve the flow objectives. The Program is focused on water project scoring and accounting, operationalizing water for flow release management actions, and evaluating the impacts of those management actions on habitat and target species. A broad background in water resources engineering, fundamental engineering economics, surface water and ground water hydrology, watershed management, water resources planning and permitting, water law, and systems thinking/integration is highly desirable. Additionally, the ability to earn and maintain the trust and respect of Program stakeholders is required.

Additional Program duties and oversight will include:

- Management of the Water Advisory Committee (WAC).
- Coordination with State of Colorado, Wyoming, and Nebraska and Federal Depletions Plans.
- Oversight of hydrologic and hydraulic modeling, linkages to geomorphology, and relationship between the Water Plan and the Program's Adaptive Management Plan (AMP).

Beyond the Program, major duties for the Director of Water Resources will include, but are not limited to:

- Responsible for technical oversight, execution, and QA/QC of engineering and related work products in area of water resources engineering and related fields.
- Responsible for representation of Headwaters and its main client, the PRRIP, at professional events, water-related events, and other occasions deemed important within the basin (Colorado, Wyoming, and Nebraska).
- Business development – As a small firm, Headwaters Corporation anticipates its client base will expand over the upcoming years. The direction of growth will be driven by the Corporation's missions and values as well as the talent and interest of its staff.

Education – M.S. in Civil or Environmental Engineering with a water resource concentration, or related technical field; PhD preferred if educational background is in the fields of water administration, policy, or law.

Registration – At least one of Professional Engineer (PE) or Professional Hydrologist (PH) required if applying as an engineer.

Experience – 10 to 15 years of progressively responsible professional experience with water resources projects and leading a complex organization that must have included at least:

- 8-10 years' experience successfully leading and supervising subordinate managerial staff.
- 10 or more years professional public or business administration experience that includes establishing an organizational structure, developing strategic work plans, budget development and control, setting goals and objectives to achieve results, and fostering a team environment.
- Demonstration of experience with environmentally-sustainable approaches to water resources projects and water resources engineering including project construction; operation and management; conjunctive management; demand management; conservation; reuse and retiming; and other similar topics.
- Experience in related areas of hydrology, hydraulics, design, water rights, water permitting, and water law desirable.
- Recent experience with current water law, policy, and management in Nebraska, Colorado, and Wyoming is strongly preferred.

Highly Desirable Qualifications/Skills/Characteristics:

- Position most likely to be based in Denver metro area, working at the Headwaters office in Lakewood, CO; will consider basing position at the Headwaters office in Kearney, NE.
- Mix of consulting, agency, utility, and NGO experience viewed favorably.
- Demonstrated ability to build trust and support of multi-stakeholder groups in performance of job-related tasks.
- Proven record of building and managing teams and creating an enabling environment, including the ability to effectively lead, supervise, mentor, develop, and evaluate staff and design training/skills enhancement initiatives to ensure effective transfer of knowledge /skills.
- Experience that includes establishing goals and objectives and developing and managing a budget to achieve those goals and objectives.
- Proven ability to provide strategic direction and ensure an effective work structure to maximize productivity and achieve goals.
- Mature judgment, initiative, imagination, resourcefulness, energy, tact, and integrity.
- Excellent interpersonal, verbal, and written communication and public speaking skills.
- Requires ability to travel out of state, on average 4 days (2 nights) per month to Wyoming and Nebraska, with a valid driver's license and an insurable driving record.
- Ability to work well with a team spread out between Colorado, Nebraska, and other office locations. Requires ability to communicate and work via phone, email, text, and video conference.

BENEFITS

Headwaters Corporation will offer a competitive salary commensurate with experience and qualifications relevant to the position of Director of Water Resources.

Headwaters offers an excellent compensation and benefits package including medical, dental, and life insurance; a 401(K) plan; and paid vacation time and holidays. Headwaters Corporation is an Equal Opportunity Employer.

APPLICATION

Application materials should be addressed to:

Bridget Barron, PhD
President and CEO
Headwaters Corporation
4111 4th Avenue, Suite 6
Kearney, NE 68845

Please send a cover letter, resume, and three references in PDF format to Bridget Barron at:
barronb@headwaterscorp.com

OVERVIEW OF HEADWATERS CORPORATION

Headwaters Corporation is a natural resources management consulting firm. We assist clients in developing robust solutions in the areas of water resources; adaptive management and decision support; river and riparian restoration; endangered species and conservation biology; and economics and acquisitions. We provide a unique combination of technical expertise and practical experience that produces innovative solutions linking ecosystem function to sustainable land and water management practices. With offices in Nebraska and Colorado, Headwaters Corporation provides a broad range of services to public and private clients.

Mission Statement

Provide technical services for natural resource systems management.

Values

- Provide high quality professional services.
- Provide a working environment that allows staff to flourish.
- Manage for a financially secure and rewarding operation.

Code of Conduct

- Establish and maintain professional relationships with clients and colleagues based on trust and integrity.
- Always communicate clearly and honestly.
- Provide advice and counsel based on facts, sound logic, and good judgment.
- Seek the simplest, most complete solutions that promote sustainable function of natural resource systems.

Visit our website at www.headwaterscorp.com for more information on our purpose, our people, and our work.