

City of Aurora,
Colorado

Aurora Water Engineering Supervisor



AURORA
WATER

*We are looking
for a dedicated
and collaborative
individual to join our
team of talented and
valued employees.*





The City

Situated on prairie grasslands, rolling hills and the Black Forest's northern tip, Aurora offers something for every lifestyle, from convenient urban living to master-planned communities. Aurora is a close-knit community with excellent services and amenities. With Buckley Air Force Base, the Anschutz Medical Campus, Fitzsimons Innovation Community, and other major employment centers, the city has thriving aerospace, defense, bioscience, health care, and distribution industries. Aurora is also a global community. People from around the world live, work and have businesses throughout Aurora, creating a culturally rich environment and one of the city's greatest assets.

Long known as the Gateway to the Rockies, this All-America City lies on the eastern edge of the Denver-Aurora metropolitan area. The city boasts spectacular views of the Front Range spanning from Pikes Peak to Longs Peak. And, if you need to travel locally or abroad, Aurora's proximity to three major highways, light and commuter rail lines, and Denver International Airport makes it not only accessible, but a short commute to the world.

More than 386,000 residents and 10,000 businesses choose to call Aurora home, making it the third largest city in Colorado and the 54th largest in the United States. The city covers 160 square miles and is located within three counties, Arapahoe, Adams, and Douglas, with 74 square miles of land inside city limits still undeveloped. Aurora's diversity as a majority-minority city, where no one ethnic group is the majority population, is reflected in its many ethnic and independent restaurants and thriving arts scene.

Aurora provides access to quality education, with five school districts and nine campuses of higher learning meeting the instructional needs of residents and those beyond the city limits. Aurora is the only place in Colorado where students can get a Doctor of Medicine degree.

Aurora's climate is mild and dry, offering residents and visitors ample opportunity to get outside, stay fit, and enjoy all that Colorado living has to offer. Aurora has five golf courses, two reservoirs, more than 97 parks, and over 4,000 acres of open space and trails. Situated at the foot of the Rocky Mountains, Aurora is a gateway to all Colorado has to offer.

THE CORE



Integrity
Customer Service
Respect
Professionalism

"Aurora is built on a set of four core values that are used to carry out our mission and vision. As ambassadors, each and every [employee] respects these principles as the cornerstone of our city. We hold ourselves accountable to them, and we use them to guide the decisions we make."

To learn more go to: www.auroragov.org/city_hall/core_4_values



The new Aurora Water SEAM Facility – Opening in 2023

Why Work for Aurora?

- ✦ Make a difference in the lives of real people everyday
- ✦ Diverse Community
- ✦ Competitive total compensation package
- ✦ Well-Funded General Employees Retirement Plan
- ✦ Light rail stations minutes away
- ✦ On-site fitness center and wellness programs
- ✦ Internal educational programs to assist with career advancement
- ✦ Access to innovation workspaces and remote work opportunities

For further information, please visit the city's website at www.auroragov.org.

Governance

The City of Aurora is a full-service city governed by a council/manager form of government, which combines the political leadership of elected officials with the managerial expertise of an appointed local government manager. The Aurora City Council is comprised of the mayor and 10 city council members. Of those 10 members, six members represent one of the six wards that section the city. The remaining four members are elected at-large, like the mayor, to represent the city. The city of Aurora has 30 boards, commissions, committees and authorities composed of citizen volunteers appointed by the Aurora City Council. The City Manager is appointed by and reports to the mayor and City Council.

It is an exciting time to work for the City of Aurora, we're growing and looking for dedicated and collaborative individuals to join our team of talented and valued employees. Excellent organizations have a set of principles, or core values, that are used to implement their mission and vision. Those values represent the touchstone for the organization, guiding the decisions of the individuals and the organization. At the City of Aurora, we demonstrate our excellence by modeling the CORE 4 Values.





Position Overview

Aurora Water is responsible for the operation and maintenance of over 3,500 miles of potable water, sanitary sewer and storm drainage systems, 4 potable and reclaimed water treatment plants, dozens of pump and lift stations, and major raw water infrastructure including large diameter waterlines, pump stations and reservoirs. Though the City covers over 180 square miles, it is only fifty percent developed; therefore, Aurora Water is responsible for major capital projects programs and strong collaboration with the development community to ensure new infrastructure meets the standards and specifications of a quickly growing and well planned out community.

The Aurora Water Engineering Supervisor of Development Review is foundational to support the extensive growth within the City. The position will report to the Engineering Services Manager and be responsible for assisting with developer coordination, coordination with other City departments, staff leadership/coaching/mentoring, master utility study and plan set QA/QC, development and reimbursement agreement review, and development review process improvements and efficiencies. This individual will supervise a team of engineers and technical staff and will be responsible for reviewing development and/or construction submittals and solving complex technical problems.

Key Areas of Responsibility:

- ◆ Supervises development review staff, acts as a team leader for engineers, technical and other support personnel.
- ◆ Plans, organizes, coaches, leads, supervises, and evaluates the work of assigned staff; develops, implements, and monitors work plans to achieve goals and objectives; supervises and participates in developing, implementing, and evaluating plans, work processes, systems, and procedures to achieve annual goals, objectives, and work standards.
- ◆ Provides leadership and works with staff to ensure a high performance, customer service-oriented work environment that supports achieving the department's and the City's mission, objectives, and values.
- ◆ Coordinates and delegates reviews of reports and plans to the team.
- ◆ Coordinates with management team on workload and priorities.
- ◆ Develops or supports operational priorities, goals and objectives for assigned employees.
- ◆ Thoroughly understand the development review process and occasionally attend pre-application and pre-submittal meetings.
- ◆ Assist staff with development project coordination and when necessary help develop collaborative solutions that maintain City interests.
- ◆ Help staff enforce Aurora Water criteria.
- ◆ Reviews development plans and studies for conformance to annexation agreements, masterplans, master utility studies, City Code, criteria and specifications.
- ◆ QA/QC final plan set reviews.
- ◆ Help instigate, develop and/or review Department specifications and criteria manuals.
- ◆ Coordinate with other City Departments (Office of Development Assistance, Public Works, Planning, Parks Recreation and Open Space (PROS), etc.) to implement cross-departmental solutions for processes and complex projects.
- ◆ Support City's interests in negotiating, reviewing, and executing reimbursement, annexation and development agreements.
- ◆ Ensure Citywide Master Plans are being implemented at the site level.
- ◆ Participates in the selection of technical engineering staff; provides or coordinates staff training; works with employees to correct deficiencies. Track workload data and develop solutions to ensure performance metrics are met.



Characteristics of the Ideal Candidate

This is a tremendous opportunity for a dynamic, visionary leader that can motivate and lead a progressive and high-functioning team. The ideal candidate must be a seasoned, experienced, highly competent technical expert with an outstanding track record of working with multi-discipline projects, challenges and complexities of similar sized organizations. This candidate must have the political aptitude and leadership presence to successfully collaborate with city departments, elected officials, developers, county and state agencies, as well as community stakeholders. This transformative leader will foster a vision and direction for the department by continually seeking best practices for continued growth and effectiveness and exploring innovative technology and advancements for continued growth and development. Experience with the Accela software system is highly desirable! The new Engineering Supervisor must be an exceptionally strong verbal and written communicator who values the art of listening, encourages diversity of thought, viewpoints, and experiences, possesses the utmost integrity and discretion, and view issues objectively to find workable solutions.



Minimum Qualifications

- ◆ Bachelor's degree from an accredited institution in Civil or Environmental Engineering (or directly related field).
- ◆ Experience:
- ◆ At least seven (7) years utility (water, wastewater, and stormwater) infrastructure engineering experience with an emphasis on new development
- ◆ At least ten (10) years utility (water, wastewater, and stormwater) infrastructure engineering experience with an emphasis on new development preferred
- ◆ Three years of supervisory experience and formal supervisory training is preferred
- ◆ Utility construction and/or inspection experience preferred

An equivalent combination of education, training, and experience that demonstrates the required knowledge, skills, and abilities may be considered.

Compensation and Benefits

The hiring range for this position is **\$106,246 - \$132,807 Annually**

The salary range for this position is **\$106,246 - \$166,009 Annually**

Starting salary to be commensurate on the qualifications and experience of the successful candidate. This position is eligible for remote/hybrid work opportunities.

The City also offers an attractive benefit package. To learn more, go to: <https://jobs.auroragov.org/benefits>

Application Process and Recruitment Schedule

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, December 13, 2021**.

Please submit your materials to:

<https://www.cpshr.us/recruitment/1880>.

For additional information about this position please contact:



KYLIE WILSON

Senior Executive Recruiter

CPS HR Consulting

Email: kwilson@cpshr.us

Website: www.cpshr.us

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the City. A final selection will be made upon completion of comprehensive reference and background checks.

