



MARICOPA WATER DISTRICT

General Manager





The District

Maricopa Water District (MWD) is a unique multifaceted organization that plays a vital role in supporting agriculture, economic development, and recreation in western Maricopa County. As a political subdivision of the State of Arizona, MWD serves a diverse 60-square-mile service area that includes both agricultural lands, urban communities and industrial developments.

Unlike a traditional water district, MWD operates a diverse portfolio of services and enterprises. The District is responsible for delivering irrigation water, managing critical water infrastructure, and providing electric power for agricultural pumping and related operations. In addition, MWD owns and operates Pleasant Harbor RV Resort and Marina at Lake Pleasant, one of Arizona's premier recreation and hospitality destinations.

This unique combination of utility, power, and enterprise operations requires innovative leadership and a strong commitment to operational excellence. Through its integrated services, MWD supports the region's agricultural economy, enhances recreational opportunities, and helps ensure the long-term sustainability and vitality of the communities it serves.

To learn more, click [here](#).

The Position

Maricopa Water District (MWD) is seeking an accomplished and visionary executive to serve as its next General Manager. Reporting directly to the elected Board of Directors, the General Manager serves as the District's chief executive officer and provides strategic leadership for a diverse organization responsible for water delivery, agricultural & industrial power services, and the operation of Pleasant Harbor RV Resort and Marina.



Leading a workforce of approximately 100 employees, the General Manager is responsible for ensuring operational excellence, financial sustainability, regulatory compliance, and exceptional customer service across all District functions. This highly visible leadership role requires balancing the needs of utility operations, enterprise services, and community stakeholders while positioning the District for long-term success.

The General Manager works closely with the Board to establish priorities, implement strategic initiatives, and address the evolving challenges facing the water and energy industries. As the District's primary representative, the General Manager serves as a trusted partner to local, regional, and state agencies, representing MWD in water policy, energy, regulatory, and industry forums.

This is an exceptional opportunity for a collaborative and forward-thinking leader to guide a multifaceted organization that plays a critical role in supporting agriculture, economic development, recreation, and quality of life throughout the region.

Key Priorities

- » Provide strategic leadership and direction for all District operations, including water delivery systems, agricultural power services, and hospitality enterprises.
- » Ensure the reliable, efficient, and compliant delivery of water resources and power services to customers.
- » Oversee the continued success, growth, and enhancement of Pleasant Harbor RV Resort and Marina.
- » Lead, mentor, and develop a high-performing workforce of approximately 100 employees.
- » Maintain strong financial stewardship through effective budgeting, capital planning, and long-term fiscal sustainability.
- » Represent the District in regional and statewide water, energy, regulatory, and industry organizations.
- » Foster productive relationships with the Board of Directors, customers, community partners, regulatory agencies, and key stakeholders.
- » Advance infrastructure resiliency, operational efficiency, and strategic initiatives that support the District's future growth and success.



The Ideal Candidate

Maricopa Water District seeks an accomplished, collaborative, and forward-thinking executive with a proven track record of leading complex organizations and delivering exceptional operational, financial, and organizational results. The successful candidate will bring the strategic vision to guide a multifaceted enterprise while maintaining a strong commitment to public service, customer satisfaction, and organizational excellence.

The ideal candidate will possess significant executive leadership experience within a water district, irrigation district, public utility, special district, or similarly complex organization. A strong understanding of water systems, water rights, infrastructure management, and agricultural operations is essential, while experience with agricultural power services, irrigation systems, or related utility operations is highly desirable.

This leader will be comfortable overseeing a diverse portfolio of services and operations, including enterprise or revenue-generating functions such as recreation, hospitality, tourism, or other commercial ventures. They will bring strong financial acumen and experience managing multiple revenue streams, balancing operational needs with long-term fiscal sustainability and strategic investment.

The successful candidate will be an effective people leader with experience building, developing, and motivating large and diverse teams. They will have a demonstrated ability to work collaboratively with an elected governing board, navigate complex stakeholder environments, and represent the organization effectively before regulatory agencies, industry associations, policymakers, and community partners.

Most importantly, the next General Manager will be a strategic thinker and trusted leader who combines sound judgment, political awareness, and exceptional communication skills with the ability to build relationships, inspire confidence, and advance the District's mission in a dynamic and evolving environment.



Education and Experience

- » Bachelor's degree from an accredited college or university in Public Administration, Business Administration, Engineering, Water Resources, Agriculture, Energy Management, or a related field desired.
- » Master's degree (e.g., MPA, MBA, MS in Engineering or related discipline) preferred.
- » Minimum of 10 years of progressively responsible leadership experience, including at least 5 years in an executive or senior management role
- » Demonstrated experience in a water district, irrigation district, public utility, or similarly complex public or quasi-public organization
- » Experience overseeing multi-functional operations, ideally including:
 - Water infrastructure systems
 - Agricultural operations and/or irrigation environments
 - Enterprise or revenue-generating business lines (e.g., hospitality, recreation, marina, or commercial services)
- » Familiarity with agricultural power systems, energy procurement, or power for pumping operations is highly desirable
- » Demonstrated experience working with and/or reporting to a governing board
- » Experience representing an organization in regulatory, policy, and/or industry forums related to water and/or energy

Compensation and Benefits

The annual salary for the General Manager goes **up to \$250,000** dependent upon experience and qualifications of the candidate. Annual salary includes an attractive employee benefit package that includes:

- » Holiday, Vacation and Sick Pay
- » Health and Dental Insurance at a low cost
- » Group Vision Discounts
- » Group Prescription Drug Coverage
- » Long-Term Disability through Arizona State Retirement
- » Company Paid Life, AD&D, and Short-Term Disability Coverage
- » Retirement package through Arizona State Retirement System
- » Optional 457 Deferred Compensation Program

For a full list of benefits, click [here](#).



Application and Selection Process

This position is open until filled. To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues) by the first resume review date of **July 27, 2026**.

Resume should reflect years *and* months of employment, beginning/ending dates, as well as size of staff and budgets you have managed.

Please go to our website to submit your application: <https://www.cpshr.us/recruitment/2635>

For further information contact: