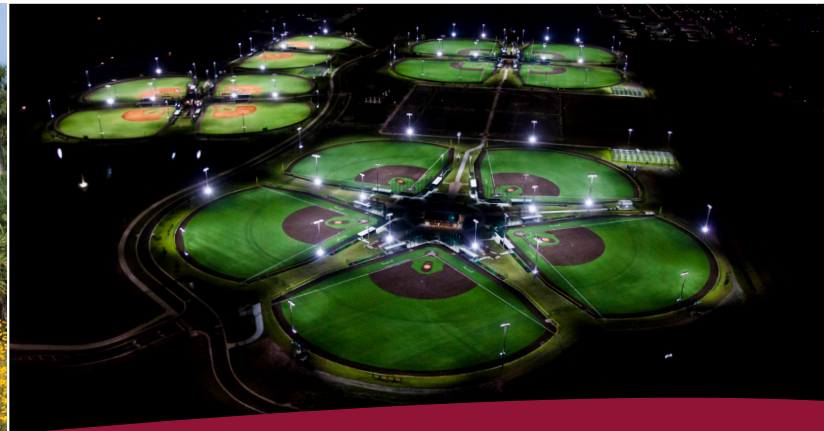




S. RENÉE NARLOCH
& ASSOCIATES
PROFESSIONAL EXECUTIVE RECRUITMENT



SEMINOLE COUNTY, FL

INVITES YOUR INTEREST IN THE POSITION OF
DEPUTY DIRECTOR OF UTILITIES

THE COMMUNITY

Seminole County is ideally located in beautiful Central Florida, 25 miles from downtown Orlando and less than an hour's drive to world-class beaches along the Atlantic Ocean. The County is part of the Orlando-Kissimmee-Sanford Metropolitan Statistical Area and is the third most densely populated county in the state (est. pop. 470,856).

Home to seven incorporated municipalities, including the county seat of Sanford, Seminole County continues to be one of the fastest-growing counties in Florida. It has the fifth-highest taxable value in Florida based on value per square mile.

Bordered on three sides by pristine rivers and a vast lake, including the Wekiva River to the west, the St. Johns River to the east, and Lake Monroe to the north, Seminole County is an ideal vacation spot for those seeking the beauty of nature.

Nestled among charming historical villages and quaint towns and surrounded by the beauty and sense of Old Florida, Seminole County has 344 square miles of lush tropical foliage, 2,000 fresh-water lakes and rivers, and diverse wildlife that offers the classic Florida experience of enjoying peaceful rivers, fishing, boating, hiking, and more.

Just a short drive from all the major attractions of Central Florida, Seminole County offers excellent accommodations, fine dining, upscale shopping, superb golf courses, and state-of-the-art sports facilities and training complexes.

The Greater Orlando Metropolitan District, which includes Seminole, Osceola, Lake, and Orange counties, together with neighboring coastal counties of Volusia and Brevard, creates a viable, progressive, and diverse setting for economic growth and residential development.

The County is a hotbed for economic development. It attracts significant business operations worldwide, including the American Automobile Association



(AAA), Verizon Communications, Mitsubishi Hitachi Power Systems, Deloitte Consulting, LLP, Faro Technologies, and Convergys.

The County has over 24 active and passive parks, over 40 miles of paved trails, eight wilderness areas encompassing over 6,600 acres, and more.

Seminole County Public Schools (SCPS) is renowned as a Premier National School District. SCPS has more than 67,000 students and is the

12th largest school district in Florida and 60th nationally. It boasts 37 traditional elementary schools, 12 middle schools, and 9 high schools. For higher education, Seminole County is in close proximity to more than 35 colleges, universities, technical schools, and private institutions, most notably Seminole State College, as well as continuing education programs that offer ongoing opportunities for workers to sharpen their skills.

The community hosts many special events, including the Scottish Highland Games, Love Your Shorts Film Festival, Central Florida BBQ Blowout, Red Hot and Boom, and more.

With a median age of 39, a median household income of \$70K, and 40% of the County's population possessing a bachelor's degree or higher, Seminole County is often considered a microcosm of the United States.

With its mild climate year-round, natural beauty, and proximity to endless amenities and attractions, Seminole County continues to be a community of choice with an exceptional quality of life.

THE AGENCY

Seminole County is a Home Rule Charter County and operates under an elected County Commission and appointed County Manager form of government. The Board of County Commissioners is comprised of five members serving staggered terms of four years. Each Commissioner represents one of the five County Commission districts, and the Commissioners are elected countywide. The Commission elects the Board

Chair annually each November.

The Constitutional Offices of Sheriff, Property Appraiser, Tax Collector, Clerk of the Circuit Court and Comptroller, and Supervisor of Elections are elected every four years.

The Fiscal Year 2024/25 Adopted Budget totals \$1.1 billion, with public safety, water/sewer, solid waste, and transportation services accounting for 73% of the operating budget. The Countywide General Fund millage rate has remained unchanged since Fiscal Year 2010/11 and is lower than most counties in Central Florida. Property values have remained steady due to the County's thriving residential real estate market.

THE POSITION

The Deputy Director of Utilities reports to and supports the Director of Utilities in providing professional, administrative, managerial, and technical work, as well as leadership, management, and supervision for all aspects of Seminole County's public utility, including Water, Wastewater, Utility Engineering, Maintenance, Finance, and Administrative Services. This position also helps to ensure the highest quality services to County utility customers.

The Utilities Department has approximately 158 FTEs and a departmental total budget of \$78.8 million, including an \$18.2 million CIP budget. Responsibilities of the Deputy Director of Utilities include:

- Develops, recommends, and implements operating policies, procedures, and programs to effect the efficient and effective operation and delivery of services. Makes recommendations that impact the budget.
- Provides direction to and supervises the activities of all other divisions within the Department, including the Operations, Engineering, and Business Divisions.
- Assures regulatory compliance with State and Federal agencies.
- Exercises responsibility of developing and maintaining both financial and human resources necessary for a sound, proactive, professional utility services operation.
- Plans and recommends to the Director short-and long-range goals and reports annually on the status of the Department's



progress in achieving its goals.

- Assists in presenting the Department's annual budget and ensures organizational adherence to the parameters of the adopted budget.
- Organizes and administers the work effort of assigned divisions and activities.
- Responds to citizen complaints, researching problems, and formulating solutions and responses.
- Develop staff to understand work-related responsibilities to improve service and performance and assist in their professional development.
- In the event of an emergency, all employees are considered essential personnel and may be required to perform alternate duties.
- Perform such other duties as assigned.

IDEAL CANDIDATE

The ideal candidate is a leader with a solid background in utility operations and experience as an effective administrator who gives clear guidance and direction, sets expectations, and holds staff accountable. The selected candidate will be approachable and transparent, with an open and inclusive management style.

The Deputy Director must build relationships, both internal and external to

the organization, and possess excellent interpersonal and communication skills. Must be politically savvy and diplomatic while remaining apolitical.

The successful candidate will be a self-starter who is innovative, collaborative, progressive, and solutions-oriented and will anticipate issues and provide recommendations, options, and alternatives as needed.

The Deputy Director will encourage, mentor, and develop staff while cultivating an environment of excellence that includes exceptional customer service.

Requirements include a bachelor's degree in civil engineering, environmental sciences, public administration, or business administration and ten (10) years of progressively responsible professional-level experience related to water/wastewater.

A Class A Water and/or Wastewater Operator License or similar licensure/certification directly related to water/wastewater utilities is required. A comparable amount of education, training, or experience may be substituted for the minimum qualifications. Must possess a valid Florida Driver's License.

COMPENSATION

Seminole County strives to be the employer of choice in Central Florida through competitive pay, benefits, and a positive working environment. The salary range is \$117,340-\$187,744. Starting salary is dependent upon qualifications and is accompanied by a competitive benefits package. Florida does not have a state income tax.



TO APPLY

If interested in this outstanding opportunity, visit our website at www.srnsearch.com and apply online. The first review of resumes will take place on March 31, 2025; the position is open until filled.

Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references. References will be contacted only following candidate consent. Final interviews will be held with Seminole County. Candidates will be advised of the status of the recruitment following the selection of the Deputy Director of Utilities. Questions may be directed to:

**S. Renée Narloch, President or
Elliott Pervinich, Vice President**
S. Renée Narloch & Associates
info@srnsearch.com | 850.391.0000
www.srnsearch.com

Seminole County Government fully commits itself to providing equal opportunities to all persons regardless of race, color or national origin, sex, age, political affiliations or beliefs, religious beliefs, or disability. The County values veterans' service and supports the recruitment of veterans. As such, Veterans' Preference will be given per Chapter 295 of the Florida Statutes for veterans who meet the minimum requirements.

In accordance with Florida's Public Records/Sunshine Laws, resumes and applications are subject to public disclosure.

