



NORTHWESTERN
THE DISTRICT
WATER & SEWER

NORTHWESTERN WATER AND SEWER DISTRICT

District President





The Position

The Northwestern Water and Sewer District (the District) is seeking a customer-focused, collaborative, and strategic leader to be the next District President. The next District President will lead a high performing organization, with a strong financial outlook, and politically stable environment to provide clean water and helping the region grow. The next President will continue the District's commitment to its mission, a healthy organizational culture, and responsive services to its customers and stakeholders.

The District President provides comprehensive leadership and strategic direction to a team of professionals across the District's functions. The President reports directly to the Board of Trustees and has six direct reports: Operations Superintendent, Manager of Engineering, IT Administrator, Customer Service Manager, HR Director, and Public Information Officer. The President is directly responsible for adequately directing all operations, setting the overall vision for the District, and ensuring that high-quality service remains paramount for all customers.

This role requires close collaboration with many external partners such as the Wood County Economic Development Council, Toledo Metro Area Council of Government, and Coalition of Ohio Regional Districts to strengthen the District's presence and impact. The President engages externally to ensure the District is connected to its customers, is a partner in economic development, and continues to support the economic vitality of the region.

The President will model integrity, dependability, professionalism, and be dedicated to public service. They will be supportive of the District's core business concepts and principles, adapting to changes within the regulatory environment and the workforce, and continually staying up to date with relevant information to support and cultivate the District's mission and philosophy. The President will focus on safety in all aspects of their work, reviewing policies and procedures, and communicating frequently with employees at all levels to ensure the District retains and attracts talented, dedicated employees.

Priorities

- Develop and maintain positive relationships with the Board of Trustees, department heads, and external partners.
- Build on a healthy organizational culture, retain trust and cross-departmental cooperation, and focus on employee development to be prepared for customer needs of the future.
- Drive forward essential water and sewer line replacement programs and oversee significant capital projects to modernize and expand vital infrastructure.
- Regularly attend Wood County Economic Development meetings, work with county, municipal, and township officials to provide clean water, listen to customer needs, and communicate the District's operational and capital plans.

The Successful Candidate

The next District President will be an approachable, highly competent leader who is collaborative, financially astute, and adept at fostering growth and empowerment across all levels of the District. The ideal candidate will possess a deep understanding of both operations and strategic planning, skillfully balancing the demands of day-to-day management with a vision for the District's future. This change management practitioner will be committed to progressive leadership, capable of managing multiple priorities, and guide staff to effectively achieve both immediate and long-term objectives.

The successful candidate will demonstrate exceptional communication skills, both verbally and in writing, with the ability to convey key issues clearly and concisely to diverse audiences, including the Board of Trustees, staff, and community stakeholders. They will be comfortable with public speaking, earning the trust and confidence of others, and actively engaging with the community through meetings, press conferences, economic development initiatives, and outreach. This individual will possess excellent organizational skills, the ability to determine priorities, organize work schedules, and effectively direct people, even under the pressure of multiple deadlines.

The ideal District President will provide effective leadership by example, maintaining a positive attitude and professionalism, and fostering a supportive environment built on consistency, fairness, and honesty. They will be skilled at motivating and developing the talents of those they supervise, delegating appropriately, and empowering employees to excel, thereby continually strengthening the District's robust organizational culture. This leader will regularly assess performance, provide timely feedback, and evaluate training needs to ensure continuous growth and development for all team members.

The President will also be technologically savvy, proficiently operating computers and various software programs to ensure the District's systems support its mission and future needs. They will be instrumental in leading hiring efforts with guidance from human resources, ensuring the District attracts and retains top talent.

Qualifications

Minimum requirements include a bachelor's degree in business or public administration, marketing/communications, accounting, engineering, or a related field. Five to ten years of increasingly responsible administrative, management, and/or supervisory experience is also required.

Preferred qualifications include a master's degree in business administration, organizational development or organizational leadership and a background in the utility industry. Experience in construction management, engineering, and/or finance is also desirable. Demonstrated experience with interlocal agreements, community and media relations, capital planning and financing, succession planning, and change management is also preferred.



Inside The District

The Northwestern Water and Sewer District is a regional organization, chartered under section 6119 of the Ohio Revised Code, dedicated to safeguarding public health, promoting economic vitality, and enhancing the quality of life across our expansive service area. Organized in 1994 to take over the water and sewer operations of the Wood County Sanitary Engineer, the District has steadily grown through strategic mergers. The District's foundation was built with the goal of establishing a uniform water distribution and wastewater collection system, creating equitable rates, and providing consistent, high-quality services to all our customers. By combining systems to share operation and maintenance costs, the District is able to provide professional management and experienced service personnel throughout its service area.

The District operates with a team of 80 Full-Time Equivalent (FTE) employees, including 51 union employees. The District has a \$37 Million operating budget and a \$42 Million capital budget for FY 2025.

Mission and Core Commitments

Our overarching goal is to be the premier water and wastewater provider in Northwestern Ohio, ensuring reliable, high-quality services are delivered at a reasonable cost. This mission is underpinned by a profound commitment to:

- **Sound Financial Management:** Ensuring fiscal responsibility and sustainability.
- **Responsible Environmental Stewardship:** Protecting our natural resources for future generations.
- **Responsive Public Service:** Meeting the needs of our communities with prompt and effective solutions.
- **Superior Customer Service:** Prioritizing the satisfaction of every customer.
- **Responsible Economic Growth:** Supporting the vitality and development of the region.

We achieve this by cultivating a skilled, respectful, and cooperative workforce, dedicated to the highest professional and ethical standards, and empowering them with appropriate training and cutting-edge technology.

Reach and Infrastructure

The District's impact extends across a significant portion of Northwestern Ohio, currently serving over 20,000 customers in four counties: Wood, Sandusky, Henry, and Hancock. The District's membership includes 19 townships in Wood County, Providence Township in Lucas County, and part of Scott Township in Sandusky County, alongside 14 municipalities, notably the villages of McComb and McClure. Additionally, the District provides water and/or wastewater treatment services to 11 contract communities, underscoring its vital regional role.

The District's extensive infrastructure ensures the continuous delivery of essential services:

Water Infrastructure:

- 487 miles of water distribution pipe
- 7 booster stations, 9 master metered public water systems
- 10 water towers and 4 clear wells
- 4,146 fire hydrants
- 13 WaterSheds and 7 bulk water stations



Wastewater Infrastructure:

- 14 wastewater treatment facilities
- 76 pumping stations, 63 submersible stations, 19 wet/dry well configurations
- 377 miles of collection network
- 5,911 manholes

Governance and History

The Northwestern Water and Sewer District, formerly known as the Wood County Regional Water and Sewer District, officially began operations on January 1, 1994, after its formation in 1993. The strategic growth over the years, through various mergers, has allowed the District to broaden the service area and enhance its capabilities. The District operates from a modern facility on Middleton Pike, originally built in 2002 and expanded in 2013, which serves as the hub for operations. The District operates 13 WaterShed vending machines, offering clean and affordable drinking water directly to the public.

Governance of the District is provided by a dedicated ten-member Board of Trustees, each serving a three-year term to ensure a diverse and comprehensive representation of our stakeholders.

- Three trustees are appointed by the Wood County Commissioners.
- One trustee is appointed by the Henry County Commissioners.
- Three trustees are appointed by the township members of The District.
- Three trustees are appointed by the municipal members of The District.

The Board of Trustees is responsible for hiring the District President, who in turn manages all District operations and staff, guiding our dedicated teams in fulfilling our critical mission.





Compensation and Benefits

The expected hiring range is \$225,000 – 250,000, depending on qualifications, with an excellent benefits package. Relocation assistance may also be part of the total compensation package. Learn more about our options and employee-based benefits [here](#).

Benefits offered include the following:

- Health, prescription, dental, and vision
- Participation in the Ohio Public Retirement System (OPERS), employer contribution per ORC
- Vacation and sick leave
- Flexible spending accounts
- Education reimbursement
- District vehicle



How to Apply

Applications will be accepted electronically by Raftelis at jobs.crelate.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **November 17, 2025**.



Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Niayla Hairston at nhairston@raftelis.com.