



CLEARWATER
BRIGHT AND BEAUTIFUL • BAY TO BEACH



EXECUTIVE DIRECTOR OF GAS SYSTEM

CITY OF CLEARWATER, FLORIDA

 **bakertilly**

PUBLIC SECTOR EXECUTIVE RECRUITMENT



THE COMMUNITY

Clearwater, a community of nearly 120,000 residents located on Central Florida's Gulf Coast, has a long-standing reputation for supporting a professionally operated and innovative local government and is recognized as one of the most desired places to live and work in the southeastern United States.

Clearwater Beach, a 3-mile stretch of white-sand beach on a barrier island backed by hotels and restaurants, has recently been ranked as the #1 beach in the U.S. by TripAdvisor for several years running. As the county seat of Pinellas County, Clearwater is one of three principal cities in the Tampa-St. Petersburg-Clearwater metropolitan area, most commonly referred to as the Tampa Bay Area. This vibrant and dynamic community is strategically located just north of St. Petersburg and is a short and scenic 25-minute drive to Downtown Tampa, located east on the Courtney Campbell Causeway, the northernmost bridge across Old Tampa Bay. The I-75 corridor is within close-proximity to Clearwater, via I-275, and provides great north-south access throughout Florida. Orlando is less than a two-hour drive to the northeast by using Interstate 4.

Clearwater averages more than 244 days of sunshine annually and the city is comprised of many unique amenities that are emerging as significant destination attractions. The Cleveland Street downtown district and the islands of Clearwater Beach are continuing to grow in popularity and distinction. Both the downtown and Clearwater Beach have expansive marina facilities making that area especially attractive to boaters. The city is also serviced by two nearby airports. Tampa International, hailed as America's favorite, ranks high in convenience and ease of travel, and is located just 19 miles from the beach. The St. Petersburg/Clearwater International Airport is even closer to the beach (11 miles) and with rapidly expanding service, accessible from an ever-increasing number of cities. Ruth Eckerd Hall and the Nancy and David Bilheimer Capitol Theatre are two popular local attractions that host waterfront shows at Coachman Park. These venues and other special events have helped Clearwater carve out a reputation for live music and the performing arts and are attracting large crowds and world-class musicians. The community also takes great pride in being the home of the Clearwater Marine Aquarium and the spring training home for Major League Baseball's Philadelphia Phillies.

VISION:

Clearwater will be a uniquely beautiful and vibrant community:

- ◆ That is socially and economically diverse;
- ◆ That invests for the future; and,
- ◆ That is a wonderful place to live, learn, work, visit, and play.

MISSION:

The Mission of the City of Clearwater is to:

- ◆ Provide cost effective municipal services;
- ◆ Facilitate development; and,
- ◆ To support a high quality of life and experience.



THE ORGANIZATION

In the support of the City Council's Strategic Direction of providing cost-effective municipal services and infrastructure, the Clearwater Gas System is a municipally-owned gas utility that provides economical and reliable natural and propane gas energy to residents and businesses in our service territory.

Clearwater Gas System services about 30,000 natural and propane gas customers throughout north Pinellas and Pasco counties. Clearwater Gas System is the fourth largest municipal gas system in Florida and ranks 34th out of nearly 1,000 public gas systems in the United States. Service territories include 20 municipalities and unincorporated areas within northern and central Pinellas County, western and central Pasco County, and northwestern Hillsborough County.

THE DEPARTMENT

Since 1923, the Clearwater Gas System has been committed to providing safe, reliable natural gas and propane service to customers in north Pinellas and Pasco counties. Clearwater Gas System is proud of its long history of providing gas service to the Suncoast area. Municipally owned by the City of Clearwater, the Clearwater Gas System provides economical and reliable natural and propane gas energy to residents and businesses.

Clearwater Gas System strives to be the energy provider of choice and its energy commitment involves providing economical gas energy and related products at a level that exceeds customer expectations.

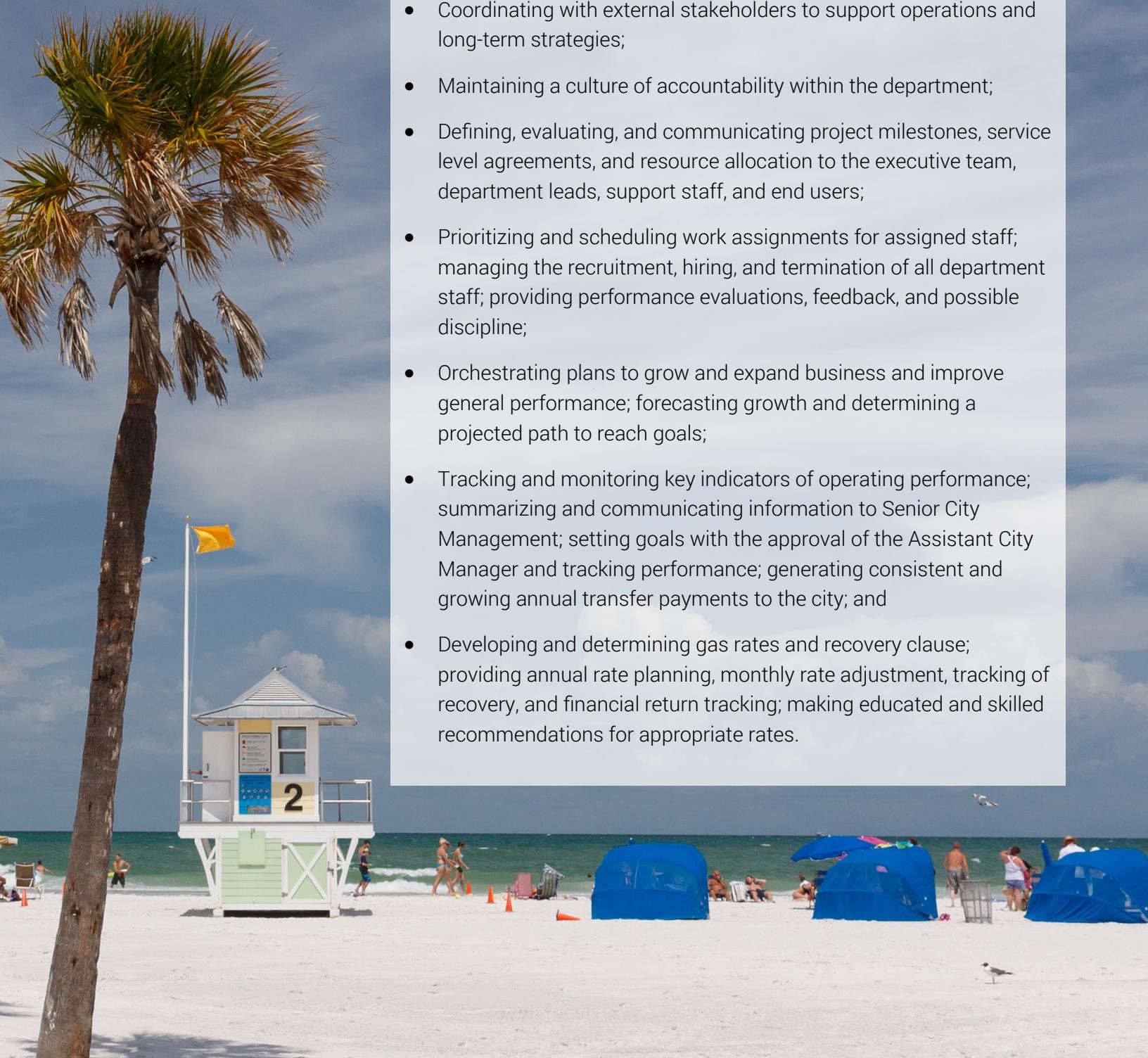


THE POSITION

Under the direction of the City Manager's office, the Executive Director of Gas System is responsible for leading the gas department and maintaining a management framework that supports the City's strategic direction in a sustainable manner.

Responsibilities of the next Executive Director of Gas will include:

- Providing expectations, leadership, and guidance to all direct reports;
- Coordinating with external stakeholders to support operations and long-term strategies;
- Maintaining a culture of accountability within the department;
- Defining, evaluating, and communicating project milestones, service level agreements, and resource allocation to the executive team, department leads, support staff, and end users;
- Prioritizing and scheduling work assignments for assigned staff; managing the recruitment, hiring, and termination of all department staff; providing performance evaluations, feedback, and possible discipline;
- Orchestrating plans to grow and expand business and improve general performance; forecasting growth and determining a projected path to reach goals;
- Tracking and monitoring key indicators of operating performance; summarizing and communicating information to Senior City Management; setting goals with the approval of the Assistant City Manager and tracking performance; generating consistent and growing annual transfer payments to the city; and
- Developing and determining gas rates and recovery clause; providing annual rate planning, monthly rate adjustment, tracking of recovery, and financial return tracking; making educated and skilled recommendations for appropriate rates.



KEY PRIORITIES

The City of Clearwater envisions the Executive Director to be a dynamic leader and futuristic thinker who offers a verifiable record of accomplishments in business outcomes, strategic planning, quality centric environment and service effectiveness. This seasoned professional demonstrates varied experiences, working in organizations where delegation of authority, participative management concepts, strong customer service, and ethics prevail. A visionary leader who is a business focused professional who leads and motivates a team of professionals to meet or exceed organizational goals and objectives.

Strategic Direction. In addition to maintaining a departmental strategic plan which is consistent with the City's direction, the Executive Director of Gas System will coordinate with other members of the Senior Executive Team to ensure that departmental operations and strategies are consistent with the City's charter, policies and procedures, and ordinances. The Executive Director and Senior Executive Team will be held accountable for progress toward established goals and objectives.

Cultural Shifts. The Executive Director will be tasked with reforming and revitalizing the culture of the Clearwater Gas System to increase confidence among all stakeholders and ensure that stellar customer service is provided both internally and externally. The Executive Director of Gas System will strive to bring the Clearwater Gas System into alignment with the City's mission to support a high quality of life and experience at all levels of the organization.

Organizational Management. The Executive Director will assess the roles and responsibilities of Gas System staff and identify opportunities for organizational structure improvements with the goal to evaluate immediate and longer-term Gas System needs in the next three to five years to align with smart planned growth.



CANDIDATE PROFILE

The ideal candidate will be fiscally prudent, possess outstanding "people skills" and have a record of exceptional leadership. The Executive Director of Gas System must demonstrate an ability to effectively and transparently communicate with the city council, employees, and the community. Experience in the principles and practices of utility management and utility administration is strongly desired. Experience working for a similar sized municipal or county organization, or an organization of similar complexity in an executive and management capacity is important. A strong background in the principles and practices of public administration and strategic planning are also desired.

EDUCATION AND EXPERIENCE

A Bachelor's Degree in Business Administration, Engineering, Public Administration, or related field AND eight (8) years of progressively responsible managerial experience in the field of gas supply, distribution, marketing, program/ systems management, and strategic planning, including four (4) years of executive experience managing an energy utility system is required; or an equivalent combination of education, training, and experience may be considered. A master's degree is preferred.

COMPENSATION AND BENEFITS

The starting salary for this position ranges from \$130,000–\$150,000 depending on the qualifications and experience of the successful candidate. The City of Clearwater offers an outstanding array of benefits including 100% paid employee coverage for health and life insurance. Optional dental, vision, life, and disability insurance is available. Additional benefits include 11 specific paid holidays, 3 paid floating holidays, vacation and sick leave plans, a 401(a) Money Purchase Pension Plan, and the option to participate in a 457(k) Deferred Compensation Plan. Florida does not have a state income tax.

[Click here to review more of the City's employee benefits.](#)

APPLICATION AND SELECTION PROCESS

Qualified candidates are invited to submit their cover letter and resume online by visiting our website:

<https://www.governmentjobs.com/careers/bakertilly>

This position is open until filled; first review of resumes occurs on Wednesday, September 7, 2022. Following the first review date, resumes will be screened against the posted qualifications. Applicants selected as finalists for this position will be subject to a comprehensive background and reference check prior to an on-site interview.

For more information, please contact Anne Lewis at Anne.Lewis@bakertilly.com or (703) 923-8214.

More information about this outstanding community can be found on the city's website:
www.myclearwater.com.

Confidentiality: Under Florida's Public Records Act, information from your application is subject to public disclosure at any point in the recruitment process.

The City of Clearwater is an Equal Opportunity Employer (EOE) and values diversity at all levels of its workforce.



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