

A photograph of several mallard ducks jumping over a concrete wall into a pool of water. The ducks are captured in mid-air, with their wings spread and feet extended, creating a dynamic scene. The water is dark blue with ripples, and the concrete wall is light gray. In the background, a yellow building is visible.

Madison Metropolitan Sewerage District



## Director of Planning and Strategy

Position Announcement & Description



DEAR PROSPECTIVE CANDIDATE for the Director of Planning and Strategy Position:

I welcome your interest in a very exciting leadership opportunity at the Madison Metropolitan Sewerage District. We are seeking a person who can reinvent processes, re-imagine systems and re-define boundaries in the emerging water sector. Our Director of Planning and Strategy will be a collaborative individual who will join our Executive Team in advancing a bold vision of sustainability. This vision involves continually transforming ourselves into a manager of valuable resources, a partner in local economic development and a member of the watershed community seeking to deliver maximum environmental benefits at the least cost to society.

The next Director will be able to navigate ambiguity, find connections between different systems and can see possibilities when no clear solutions exist. It will be a person comfortable at the conceptual level, yet is able to engage at the technical level.

It will be a person who can work actively in the community and with District staff to bring broad disciplines together to find solutions that deal with some of this region’s most pressing issues around water, energy and food security.

I hope you feel as much excitement as I do about the opportunities for the next Director to lead positive change in our community. If this position describes you, I encourage you to take the first step and consider joining our team.

Sincerely,  
D. Michael Mucha, P.E., ENV-SP  
Chief Engineer and Director



DIRECTOR OF PLANNING AND STRATEGY  
Success Factors

The Director of Planning and Strategy *shall reinvent processes, re-imagine systems and re-define boundaries*. The Success Factors below describe the essential qualities that will enable the Director to realize the vision for this position.

- 1. **CONFIDENT:** Works comfortably at the vision/ conceptual level.
- 2. **STRATEGIC:** Has a methodical and systematic process to “sail in the fog” and move major initiatives forward.
- 3. **HOLISTIC:** Is able to find connections between systems, people and the built environment.
- 4. **HANDS ON:** Skilled at generating and utilizing complex information for technical analysis and decision making.
- 5. **COLLABORATIVE:** Able to build strategic alliances across sectors and nurture strong long term relationships in the community and between District departments.



REQUIRED BACKGROUND

The District seeks an individual with a diverse multidisciplinary background. Typical background would include 10 years of work related experience that demonstrates leadership and results. The preferred educational background includes a Bachelor’s and Master’s degree from an accredited college or university with major course work in planning, engineering, economics, public administration or related field.

Ideal candidates will possess professional registrations in their chosen field of practice, such as Professional Engineer (PE) registration for engineers or AICP for planners. Candidates shall possess a credential in the Envision rating system within six months of hire.

PLANNING AND STRATEGY DEPARTMENT

Strategic Role: We envision a *Utility of the Future*<sup>(1)</sup> and pursue the right strategic initiatives.

- **Core functions:** Master planning, facility and capital planning, strategic asset management, long range studies and strategic implementation plans, local government service expansions, geographic information systems.
- The Department is focused on preparing the organization for the future, exploring creative pathways, and aligning district resources through strategic decision making.

The Department is one of five District Departments. The Department includes five employees.

(1) The Water Resources Utility of the Future: A Blueprint for Action, NACWA, WERF, WEF, 2013.

VISION FOR PLANNING AND STRATEGY DEPARTMENT

- 1. Planning function is essential to the Districts future.
- 2. Strategic Asset Management, Sustainability and integrated water planning will be the driving leadership platforms for the foreseeable future.
- 3. Climate change, resource scarcity, and the shrinking cost/benefit curve will force the District to look holistically at infrastructure planning to reduce costs and achieve overall community needs.
- 4. Planning will be more of an ongoing process, and less of a plan or big planning events.
- 5. Non infrastructure solutions will be an ever increasing strategy in the District’s portfolio.
- 6. There will be strong links with other District Departments.
- 7. The department must be both data driven to assure the District is making sound investments and vision driven to assure we are going to where we need to go.

EMERGING DEPARTMENT OPPORTUNITIES

- Building a newly formed department into a cohesive, high performing team.
- Assess and update the District’s 50 year Master Plan.
- Make Sustainable Infrastructure Management a District best practice.
- Strengthen strategic links between District resources of clean water, renewable energy and nutrients to find intersections of water, energy and food security.
- Work with District customer communities to develop policies that anticipate sewer treatment and conveyance needs for local government service expansions and recover District costs.
- Develop a climate change resiliency philosophy and incorporate into District plans and strategic planning efforts.
- Incorporate integrated water planning into District priority setting and nurture discussions with District partners around mutual water sustainability goals.
- Expand the capabilities of the Districts GIS program to support sound decision making.
- Collaborate with the Capital Area Regional Planning Commission on area wide water quality management planning.



## SALARY AND BENEFITS

The District provides a competitive compensation package.

- The salary range is \$98,000 to \$133,000 annually DOQ
- Wisconsin Retirement System (WRS): The Wisconsin Retirement System is the 9th largest public pension fund in the US and the 24th largest public or private pension fund in the world.
- Health insurance: Excellent coverage at a low cost with no deductibles or office co-pays!
- Dental insurance
- Flexible Spending Account
- Vacation leave depending on years of service.
- Sick leave accrues at a rate of 15 days per year.
- ICMA Deferred Compensation and Roth IRA
- Education incentives and professional development
- Wellness program

## HOW TO APPLY

Visit the District's website at [www.madsewer.org](http://www.madsewer.org) for further instruction on how to upload your resume, cover letter and list of three references. Position will be opened until filled.

