



# General Manager

## East Wenatchee Water District



## THE COMMUNITY

Located in North Central Washington, the East Wenatchee Water District serves the growing community of East Wenatchee and vicinity, an area of approximately 35,000 residents situated along the Columbia River in Douglas County. The District provides water services across a vibrant and expanding area known for its natural beauty, agricultural heritage, and strong sense of community.

Nestled in the foothills of the Cascade Mountains and just across the river from the city of Wenatchee, East Wenatchee enjoys a sunny, dry climate that supports world-renowned apple, cherry, and pear orchards. The city sits at the heart of one of Washington's premier agricultural regions, while also benefiting from a steadily growing commercial and residential base.

East Wenatchee offers residents a high quality of life, with access to a variety of recreational opportunities. The Apple Capital Loop Trail, a scenic 10-mile pedestrian and cycling loop that runs along both sides of the Columbia River, connects East Wenatchee to Wenatchee and provides year-round access to parks, riverfront views, and outdoor fitness. Hydro Park and Eastmont Community Park are popular local destinations for family outings, sports, and events.

Community events include the annual Wings & Wheels Festival, farmers markets, holiday parades, and numerous recreational programs. East Wenatchee is served by the Eastmont School District, known for its strong academic programs and supportive community engagement. Nearby, Wenatchee Valley College offers higher education opportunities and workforce training.

Retail, dining, and entertainment options continue to expand in the Valley Mall area, while the city remains within easy driving distance of destinations like Lake Chelan, Leavenworth, and the Cascade Loop Scenic Byway. Pangborn Memorial Airport, located in East Wenatchee, offers commercial air service to the Seattle area and other regional hubs.

With its strong community spirit, growing economy, and outstanding access to outdoor recreation, East Wenatchee offers a unique blend of small-town charm and regional connectivity — an ideal place to live, work, and serve.

## THE OPPORTUNITY

The East Wenatchee Water District is seeking an exceptionally skilled and visionary leader to serve as its next General Manager. This critical leadership position reports directly to a three-member elected Board of Commissioners and is responsible for implementing the Board's strategic direction while overseeing the overall operations and performance of the District.

Under the general policy guidance of the Board, the General Manager will lead the District in delivering high-quality, reliable water service to the East Wenatchee community. The position is responsible for the daily management and administration of the District and serves as the primary representative on local, regional, and state initiatives involving public utilities, infrastructure, water resources, and community development.

Through a team of dedicated and experienced staff, the General Manager oversees all aspects of the District's operations—including engineering, construction, finance, customer service, and system maintenance. The role requires a strong focus on leadership, operational excellence, financial stewardship, regulatory compliance, and customer service.

This is an exceptional opportunity for a proven leader who wants to make a lasting impact in a growing region of North Central Washington. With a strong reputation for operational stability, community trust, and fiscal responsibility, the East Wenatchee Water District is well-positioned for future success.

If you're a collaborative, strategic, and service-oriented professional looking to lead a mission-driven organization in one of Washington's most scenic and dynamic communities, this may be the ideal role for you.



## THE DISTRICT

Established in 1940, the East Wenatchee Water District is a special-purpose municipal corporation operating under Title 57 of the Revised Code of Washington (RCW). The District is governed by a three-member elected Board of Commissioners, each serving six-year terms, and is supported by a team of dedicated professionals committed to delivering safe, reliable water service to the growing East Wenatchee community.

The General Manager provides leadership and direction to a senior management team overseeing key functional areas, including Operations, Engineering, Finance, Customer Service, and Administration. The District employs a knowledgeable and skilled staff responsible for the efficient day-to-day operations of the water system and long-term planning for infrastructure investments and system improvements.

The East Wenatchee Water District operates with an annual budget of approximately \$12 million and manages a multi-year capital improvement plan designed to maintain and enhance system reliability, meet regulatory requirements, and support continued regional growth.

The District's retail service area covers roughly 30 square miles and serves approximately 11,000 service connections. The water system includes approximately 200 miles of water main, storage reservoirs, wells, and pump stations that collectively support residential, commercial, and agricultural water needs across East Wenatchee and surrounding areas.

With a long-standing reputation for fiscal responsibility, infrastructure reliability, and customer service, the East Wenatchee Water District plays a vital role in supporting the health, safety, and economic vitality of the region. As the community continues to grow, the District remains focused on proactive planning, system resiliency, and sustainability.





## THE IDEAL CANDIDATE

The East Wenatchee Water District is seeking a visionary, service-oriented leader to serve as its next General Manager. This is a unique opportunity for an individual with a strong background in public utility management to guide a growing and respected District that plays a vital role in the health and development of the region.

The ideal candidate will bring a broad base of leadership experience and a deep understanding of public administration, including strategic planning, policy development, finance, customer service, employee engagement, and public communications.

This role requires more than just operational knowledge—it demands a strategic thinker who understands the current and future needs of the East Wenatchee community and how best to position the District to meet those needs effectively and sustainably.

We are looking for a collaborative and inspirational leader—someone who leads by example, communicates with clarity and purpose, and empowers staff at all levels to thrive. The successful candidate will be a skilled mentor and people manager, with a strong commitment to team development, employee well-being, and organizational culture.

The next General Manager must also be an effective communicator and relationship builder, able to work productively with the Board of Commissioners, leadership team, District staff, and a wide range of external stakeholders, including partner agencies, local governments, and the community at large.

Most importantly, this individual must lead with integrity, transparency, and accountability, earning trust through consistent actions and sound judgment.

### **THE SUCCESSFUL CANDIDATE WILL BRING:**

- A goal-oriented and forward-thinking mindset, with the ability to evaluate issues from multiple perspectives and implement thoughtful, long-term solutions.
- A commitment to fiscal responsibility and the wise stewardship of public resources.
- A passion for public service and a deep appreciation for the District's community-focused mission and core values.
- The ability to guide the District through ongoing growth, regulatory complexity, and infrastructure investment with a steady and experienced hand.
- This is a high-impact leadership role for someone who wants to make a meaningful difference in a thriving region of North Central Washington.

## EDUCATION AND EXPERIENCE

Any combination of education and experience that demonstrates the knowledge, skills, and abilities required to successfully perform the duties of this position will be considered. A typical way to obtain the required competencies includes:

- A bachelor's or master's degree from an accredited college or university in Business Administration, Public Administration, Engineering, Construction Management, Environmental Science, or a closely related field.
- Progressively responsible experience in management, administration, or engineering within a public agency, preferably in the water utility industry.
- Demonstrated experience working with an elected board, city council, or similar governing body, with direct responsibility for planning, developing, and executing programs, budgets, and operational strategies.

## Compensation & Benefits

The East Wenatchee Water District offers a competitive salary range of \$155,000 to \$205,000 for the General Manager position, depending on experience and qualifications, along with a comprehensive benefits package.

## Resources Available

2024 Annual Budget

Service Area Map

EWWD Website

City of East Wenatchee Website

Chamber of Commerce Website



## TO APPLY

Interested candidates should submit a resume and letter of interest to:

**East Wenatchee Water District  
Attn: Board of Commissioners - Hiring Committee  
455 6th Street NE, East Wenatchee, WA 98802**

or email to: [vjohnston@ewwd.org](mailto:vjohnston@ewwd.org)

**Application Deadline: February 28, 2026** - Early applications are encouraged. The first round of panel interviews is tentatively scheduled for the week of March 1st, 2026 with the goal of having the successful candidate begin employment by June 1, 2026.

The East Wenatchee Water District is an Equal Opportunity Employer.

**Job Title:** General Manager

**Reports To:** Board of Commissioners

**FLSA Status:** Exempt (Contract Position)

**Salary Range:** \$155,000-\$205,000

**Closing Date:** February 28<sup>th</sup>, 2026

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## **Position Summary**

The General Manager serves as the chief executive officer of the District, overseeing all operational, financial, and administrative aspects of the organization. This leadership role ensures that District operations align with Board policies, legal regulations, and industry standards. The General Manager provides guidance and recommendations to the Board of Commissioners on strategic planning, budgeting, personnel, rates, and community outreach, while fostering a high-performing, customer-focused organizational culture. The position also serves as the District's representative to governmental agencies, community groups, consultants, and the general public.

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## **Essential Duties and Responsibilities**

- Provide overall leadership and direction for the District's daily operations, ensuring compliance with applicable local, state, and federal regulations, internal policies, and safety standards.
- Develop, implement, and enforce administrative and operational policies; set and evaluate annual District-wide goals related to customer service, water quality, infrastructure improvement, and organizational performance.
- Act as the primary liaison to the Board of Commissioners, keeping them informed of key issues, preparing meeting agendas, and presenting detailed operational, financial, and strategic recommendations.
- Lead the development and administration of the District's annual budget; oversee cost controls, risk management, audits, and financial planning, including grant and loan applications, and bond sales and compliance.
- Represent the District in interactions with regulatory agencies, intergovernmental partners, industry associations, community organizations, and the media.
- Oversee all contractual matters, including outside service agreements, change orders on capital projects, SEPA documentation, Boundary Review Board submissions, and other legal filings.
- Supervise and support staff across departments, including involvement in hiring, training, performance evaluations, promotions, and disciplinary actions; maintain a positive, productive, and achievement-oriented work culture.
- Coordinate with external consultants such as engineers, attorneys, accountants, and bond counsel to support planning, compliance, and capital improvement initiatives.
- Resolve complex customer service issues involving District policies or service delivery, ensuring fairness, transparency, and timely communication.

- Monitor the condition and functionality of District facilities and equipment; oversee repair, maintenance, inspections, and ensure all safety and cleanliness standards are met.
- Analyze operational strategies, identify improvement opportunities, and implement best practices to enhance efficiency, customer satisfaction, and regulatory compliance.
- Prepare operational and performance reports for Board review and assist in public accountability through transparent reporting of District accomplishments.

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## **Required Knowledge, Skills, and Abilities**

- Comprehensive knowledge of public utility management, including domestic water systems, infrastructure operations, intergovernmental relationships, and regulatory requirements.
- Proven leadership and supervisory skills with the ability to guide, develop, and motivate employees to meet organizational objectives.
- Strong decision-making ability, particularly in high-pressure situations involving financial, legal, or community impact.
- Advanced skill in interpreting, applying, and communicating complex laws, regulations, policies, and technical guidelines.
- Excellent communication skills, both verbal and written, with the ability to produce formal reports, facilitate meetings, and engage with internal and external stakeholders.
- High level of professionalism in handling public concerns, staff issues, and inter-agency collaboration.
- Competency in using office software, data management systems, and other digital tools to manage operations and reporting.
- Strong organizational skills with the ability to manage multiple priorities and meet deadlines in a fast-paced environment.
- Experience with applying for and managing grants, loans, and bonds, including tracking financial performance and compliance.
- Ability to assess training needs, implement consistent work standards, and foster a culture of safety and continuous improvement.

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## **Minimum Education, Certifications, and Experience**

- Bachelor's Degree in Business Administration, Public Administration, Engineering, Accounting, or a closely related field; all equivalent experience may be considered.
- At least 5+ years of managerial experience, preferably in a public utility or government agency.
- A minimum of 10 years of progressively responsible work experience.
- Level of certification as a Water Distribution Manager based on community size, in accordance with DOA requirements.
- Valid Washington State Driver's License.

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## **Physical Demands**

The physical demands described here are representative of those required to successfully perform the essential functions of the role. Reasonable accommodations may be made for individuals with disabilities.

- Regularly required to sit, use hands to operate a computer or other equipment, talk, and hear.
- Frequently required to reach with hands and arms.
- Occasionally required to stand, walk, stoop, kneel, crouch, or crawl.
- Must occasionally lift and/or move up to 25 pounds.

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## **Work Environment**

Work is primarily conducted in an indoor office setting. The noise level is generally moderate. Occasional exposure to upset customers or site visits may occur. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

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## **Equal Employment Opportunity Statement**

The District is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, marital status, disability, veteran status, sexual orientation, gender identity, or any other legally protected status. The District is committed to providing an inclusive and welcoming environment for all employees.

### **How to Apply:**

Submit your resume and cover letter by **2/28/2026** to:

#### **East Wenatchee Water District**

Attn: Board of Commissioners - Hiring Committee  
455 6<sup>th</sup> Street NE  
East Wenatchee, WA 98802

#### **Or email to:**

[vjohnston@ewwd.org](mailto:vjohnston@ewwd.org)

**For a detailed job description, visit the East Wenatchee Water District's website at:**

<https://www.ewwd.org/employment.php>