



CITY OF GRANTS PASS
invites applications for the position of:

Superintendent - Water Distribution

SALARY: \$61,655.98 - \$78,013.73 Annually

OPENING DATE: 07/11/17

CLOSING DATE: 07/28/17 05:00 PM

SUMMARY OF POSITION:

The City of Grants Pass is looking to fill a Water Distribution Superintendent position for the Public Works Department. The ideal candidate will be highly organized, an effective communicator, experienced in managing multiple contracts and varied tasks, and have a strong leadership presence. The Superintendent will be approachable, effective under pressure, and will possess the ability to find appropriate solutions when issues arise.

Incumbents in this position will have knowledge of principals in; Water distribution, construction, maintenance, water system repair; scheduling techniques; training; safety ,customer services; and math. Skill in: Supervising and evaluating staff; prioritizing and assigning work; installing and repairing various equipment; providing customer service; troubleshooting and performing maintenance; operating related equipment such as forklifts and boom trucks; budgeting and purchasing, contract letting and oversight, working with the development community. The ability to establish and maintain effective working relationships with co-workers, contractors and the public.

The Superintendent will manage and evaluate safety, training, and security policies and procedures. Investigates accidents and claims and implements modifications as required. Conducts staff safety meetings and ensures safety inspections are conducted as required. Conforms with all safety rules and performs work in a safe manner. Ensures staff maintains a safe working environment and compliance with Federal, State, County and City health and safety guidelines and regulations.

Incumbents will be responsible to plan, prioritize, assign, supervise, and review the work of staff. Performs personnel duties such as selection, evaluation of performance, discipline, and termination of employees. Evaluates and makes effective recommendations in hiring and termination decisions. Counsels employees as appropriate. Provides career development opportunities for staff. Develops processes that involve employees in decision making. Implements and communicates goals and expectations for staff performance. Ensures appropriate training is provided.

MINIMUM QUALIFICATIONS:

Training and Experience:

An Associate's Degree and six years of directly related experience specific to Water Distribution and/or Public Works, two years of which must be supervisory or lead; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

Licensing Requirements:

- Oregon Driver's License- Class C
- Oregon Water Distribution Grade III (Grade IV is preferred)

Knowledge & Skills Desired:

- Supervises staff to include: prioritizing and assigning work; conducting performance evaluations; ensuring staff is trained; and, making hiring, termination, and disciplinary recommendations
- Responds to inquiries made by outside agencies and the public
- Estimates the time and cost of services for customers and contractors
- Supervises and participates in the installation and maintenance of new installs
- Prepares and maintains various documents and records
- May represent the City on committees and at meetings

HOW TO APPLY:

Application materials must be turned in by the closing date in order to be considered for this position. Applications can be hand delivered, completed on-line, or mailed and post-marked by the application deadline. Applicants with minor errors on their application materials may be contacted for corrections. However, any application that is missing a cover letter, resume, or supplemental questionnaire will not be considered. No late, incomplete, or faxed applications will be accepted.

The required materials to be turned in by the application deadline for this recruitment are:

1. City Application
2. Supplemental Questionnaire
3. Cover Letter
4. Resume

RANKING AND SELECTION:

The ranking and selection of applicants to proceed in the process includes: experience, education, responses to supplemental questionnaire, and meeting minimum qualifications of the position. The selection process for this position includes the following steps: application review, oral interview, tentative offer, driving and criminal history check, full background investigation, reference check, pre-employment physical examination, drug testing, and final offer of employment.

All candidates will be notified of the status of their application after the closing date.
EEO/AA

APPLICATIONS MAY BE FILED ONLINE AT:
<http://www.grantspassoregon.gov>

Position #17-32
SUPERINTENDENT - WATER DISTRIBUTION
AS

101 N.W. "A" Street
Grants Pass, OR 97526
541-450-6050
541-450-6000

humanresources@grantspassoregon.gov

Superintendent - Water Distribution Supplemental Questionnaire

- * 1. Explain what prompted you to apply for this position.
- * 2. Explain your experience with employee development and training.
- * 3. Please describe your experience working in utility construction.
- * 4.

Give a specific example where you were faced by a challenging Construction or Customer Service problem and how you were able to overcome it.

* 5. How do you define leadership?

* 6. Please describe your level of Supervisory experience.

* 7. What is your highest level of education?

- High School Diploma or GED
- Associate Degree
- Bachelor Degree
- Master Degree

* 8. I certify that each of the answers given above is correct and true to the best of my knowledge. I understand that any untruthfulness on this form will be grounds for subsequent disqualification or dismissal in the event that I am hired for the position of Superintendent.

Yes No

* Required Question



101 Northwest A Street
Grants Pass, Oregon 97526
541-450-6000

For Office Use Only # _____
Date _____
Application Reviewed _____

Employment Application

EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

POSITION APPLIED FOR : _____

PLEASE PRINT OR TYPE CLEARLY:

Last Name First Initial

Street Address City & State Zip

Mailing Address City & State Zip

Telephone Home Work Cell Message

Electronic Mail Address Driver's License Number/ State Issued / Expiration Date

Nickname or preferred name Best way to reach you? Home Phone Cell Phone E-mail

Answer all of the questions listed below:

- 1. Are you 18 years of age or over? Yes No
- 2. If applying for a sworn Police Officer position, are you 21 years of age or over? Yes No
- 3. Can you demonstrate that you are a Citizen of the United States or that you are legally authorized to work in the United States? Yes No
- 4. Have you previously been employed by the City of Grants Pass? Yes No
If so, when and what position/s? _____
- 5. Have you ever been a member of a State of Oregon Public Employees Retirement System (PERS or OPSRP)? Yes No
- 6. Do you have any relatives working here? Yes No
If yes, please provide their name, department and relationship to you below:

- 7. Do you have a High School Diploma? Yes No

| Name of School | Location (City & State) |
|----------------|-------------------------|
| | |

- 8. If not, do you have a General Equivalency Degree/Certificate? (GED) Yes No

| Name of School | Location (City & State) |
|----------------|-------------------------|
| | |

Skills and Abilities:

Using a scale of 0 to 5 (0 is low and 5 is high) please indicate your skill level for the following:

- | | |
|---------------------------------------|--|
| _____ Typing / Keyboarding (_____wpm) | _____ Computer Use |
| _____ Email | _____ Internet Use |
| _____ Microsoft Office Applications | _____ Multi-Line Phone |
| _____ 10-Key | _____ Spreadsheet Software |
| _____ Public Speaking | _____ Interpersonal Communication Skills |
| _____ Defensive Driving | _____ Other _____ |

List any special training, certificates, professional, vocational licenses, registrations, languages, or additional job-related skills specific to the position you are applying for:

Education / Specialized Training:

List additional Education beyond High School (college, universities, military schools, trade schools etc).

| Name of School | Location (City & State) | Major | Credits Completed | Certificates or Degrees |
|----------------|-------------------------|-------|-------------------|-------------------------|
| | | | | |
| | | | | |
| | | | | |

Employment History:

Starting with your present or last employer, please list your work experience during the last 10 years, including all non-paid or volunteer work. If you need more space, please attach additional sheets. Explain gaps in employment. A resume will not be accepted as a substitute for employment history.

| | | |
|---|-------------------------|----------------|
| Job Title _____ | Start Date _____ | End Date _____ |
| Employer _____ | Address _____ | |
| Phone _____ | Direct Supervisor _____ | |
| Were you a supervisor? Yes No If so, # supervised? _____ May we contact this employer? Yes No | | |
| Starting Salary _____ Ending Salary _____ | | |
| Duties/Responsibilities _____ | | |
| Reason for leaving : _____ | | |
| | | |
| Job Title _____ | Start Date _____ | End Date _____ |
| Employer _____ | Address _____ | |
| Phone _____ | Direct Supervisor _____ | |
| Were you a supervisor? Yes No If so, # supervised? _____ May we contact this employer? Yes No | | |
| Starting Salary _____ Ending Salary _____ | | |
| Duties/Responsibilities _____ | | |
| Reason for leaving: _____ | | |

Job Title _____ Start Date _____ End Date _____
 Employer _____ Address _____
 Phone _____ Direct Supervisor _____
 Were you a supervisor? Yes No If so, # supervised? _____ May we contact this employer? Yes No
 Starting Salary _____ Ending Salary _____
 Duties/Responsibilities _____
 Reason for leaving : _____

Job Title _____ Start Date _____ End Date _____
 Employer _____ Address _____
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 Were you a supervisor? Yes No If so, # supervised? _____ May we contact this employer? Yes No
 Starting Salary _____ Ending Salary _____
 Duties/Responsibilities _____
 Reason for leaving : _____

Job Title _____ Start Date _____ End Date _____
 Employer _____ Address _____
 Phone _____ Direct Supervisor _____
 Were you a supervisor? Yes No If so, # supervised? _____ May we contact this employer? Yes No
 Starting Salary _____ Ending Salary _____
 Duties/Responsibilities _____
 Reason for leaving : _____

If more space required for Employment History, please attach an additional sheet.

AGREEMENT: I understand any misrepresentation or deliberate omission may be justification for termination or refusal of employment. I agree to undergo psychological screening (when applicable), physical examination and drug screening. I fully understand employment is contingent upon meeting the City's physical requirements. (Note: Physical requirements will be assessed only as they relate to the position applied for. The City does not discriminate on the basis of handicap.) Candidates unsuccessful in any part of the testing process may reapply to test for future openings after waiting six months, unless it was for failure to pass the background or psychological examination, which requires the applicant to wait to retest for three (3) years. I HEREBY AUTHORIZE THE EMPLOYERS, SCHOOLS OR PERSONS NAMED ON THIS APPLICATION TO GIVE ANY ADDITIONAL INFORMATION REGARDING MY QUALIFICATIONS AND CHARACTER. I HEREBY AUTHORIZE THE CITY TO REVIEW MY DRIVING RECORD AS WELL AS CRIMINAL HISTORY.

Please read the above and sign _____
 Signature Date

