



**CITY OF GRANTS PASS**  
invites applications for the position of:

## **Superintendent - Water Distribution**

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**SALARY:** \$61,651.20 - \$78,000.00 Annually

**OPENING DATE:** 11/03/17

**CLOSING DATE:** 12/01/17 05:00 PM

### **ABOUT THE 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 Commission on committees and at meetings



The City of Grants Pass is a High Performance Organization that has a well-defined Mission, Vision and Values which provides the framework for our organizational culture. We believe that the best solutions come from empowered teams with the knowledge and shared vision of our community's goals. We promote a legacy of excellence through a culture of trust, collaboration, and encouragement of personal growth and the celebration of our achievements. We seek to attract adaptable, creative and motivated individuals who share our community pride and dedication to exceptional public service.

If you are an individual who appreciates a working team environment, which focuses on trust, crucial communications, commitment, accountability and results, then the City of Grants Pass may be a great place for you!

### **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

### **Recreation**

The recreational opportunities of the Rogue River are many: jet-boat trips, rafting, kayaking, paddle boarding, fishing, water skiing, swimming, hiking, and gold panning. In addition to the world famous white water Rogue River, nearby mountains provide high-mountain recreational experiences, including show skiing at Mt. Ashland. Cultural activities center around the Shakespeare Festival in Ashland and the historic town of Jacksonville. Other scenic attractions include: Crater Lake National Park, Oregon Caves National Monument, and the Redwoods that stretch from San Francisco to Southern Oregon. Grants Pass' year round calendar of events offers something for everyone. And once the sun goes

down, the region takes on a life of its own with fine restaurants, theaters and a performing arts center.

Visitor information: [www.travelgrantspass.com](http://www.travelgrantspass.com)

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

Position #17-40  
SUPERINTENDENT - WATER DISTRIBUTION  
AS

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

[humanresources@grantspassoregon.gov](mailto:humanresources@grantspassoregon.gov)

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### **Superintendent - Water Distribution Supplemental Questionnaire**

- \* 1. Explain what prompted you to apply for this position.
  
- \* 2. Please describe your level of Supervisory experience.
  
- \* 3. Explain your experience with employee development and training.
  
- \* 4. Please describe your experience working in utility construction.
  
- \* 5. Give a specific example where you were faced by a challenging Construction or Customer Service problem and how you were able to overcome it.
  
- \* 6. How do you define leadership?
  
- \* 7. What is your highest level of education?
  - High School Diploma or GED
  - Associate Degree
  - Bachelor Degree
  - Master Degree
- \* 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:**

- Are you 18 years of age or over? Yes No
- If applying for a sworn Police Officer position, are you 21 years of age or over? Yes No
- 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
- Have you previously been employed by the City of Grants Pass? Yes No  
If so, when and what position/s? \_\_\_\_\_
- Have you ever been a member of a State of Oregon Public Employees Retirement System (PERS or OPSRP)? Yes No
- 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.

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

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		
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		
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		
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

**CITY OF GRANTS PASS**  
**AFFIRMATIVE ACTION QUESTIONNAIRE**

NOTE TO APPLICANT: The City of Grants Pass is an equal opportunity employer. For the purposes of satisfying State and Federal requirements, your cooperation in volunteering the following information is appreciated. This form will be removed from your employment application and kept separate and confidential.

Name: \_\_\_\_\_

Position Applied For: \_\_\_\_\_

Age: \_\_\_\_\_ Gender: Male  Female

Please check the appropriate box:

Ethnic Origin (select one):

- White** (not of Hispanic origin)- having origins in any of the original peoples of Europe, North Africa or the Middle East.
- Black** (not of Hispanic origin)- having origins in any of the Black racial groups of Africa
- Hispanic**- all peoples of Cuban, Mexican, Puerto Rican, Central or South America or other Spanish culture or origin regardless of race.
- Asian or Pacific Islanders**- having origins in any of the original peoples of the Far East, southeast Asia, Indian subcontinent or the Pacific Islands.
- American Indian or Alaskan Native**- having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

**Optional Survey:**

I learned about this position through the following source(s):

- Newspaper (please specify) \_\_\_\_\_
- Organization or Group (please specify) \_\_\_\_\_
- Newsletter or Journal (please specify) \_\_\_\_\_
- City Employee  Employment Office
- City Web Site  Other (please specify) \_\_\_\_\_