



Director, Organizational Development and Human Resources

Passaic Valley Water Commission:

The Passaic Valley Water Commission (PVWC) is one of the largest and oldest water agencies in the Northeast. They are a public drinking water supplier owned by the cities of Paterson, Clifton, and Passaic. Their 225 employees supply water to nearly 800,000 people with demand averaging approximately 80 million gallons per day to the municipalities of Paterson, Passaic, Clifton, Prospect Park, Lodi, and North Arlington, and 22 wholesale customers. They are a financially stable agency with an excellent bond rating.

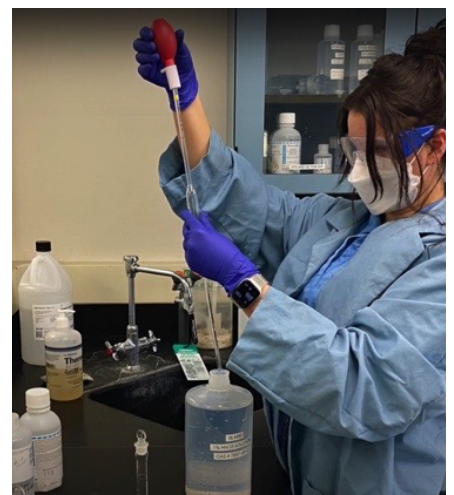
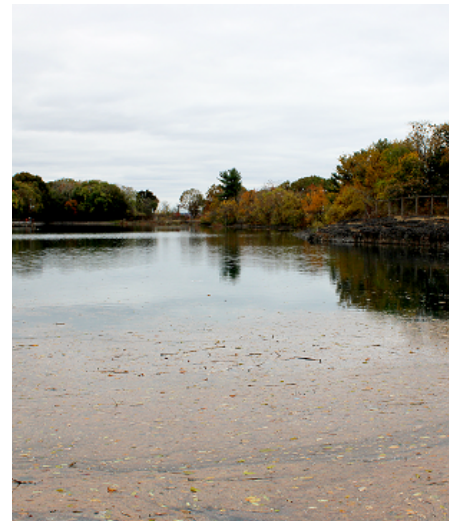
PVWC has approximately 65,000 service connections covering a large geographic area. Their system also includes over 650 miles of mains ranging in size from 4 to 51 inches in diameter, 3,000 fire hydrants, a complete meter repair and testing department, two maintenance yards and warehouses, and a corporate office. They operate three finished water reservoirs and water treatment plants. They have removed more than 34,800 utility-owned lead service lines since the 1980s, and their Lead Service Line Replacement program offers replacement solutions for customer-owned service lines. Their operations and capital projects have a significant and visible impact on the community.

PVWC is dedicated to the communities it serves. They know how important it is to provide their customers with high-quality drinking water and reliable service. They have been serving the citizens of Northeast New Jersey since 1849 and will continue to in the years to come. They are an integral part of the community that positively impacts public health and quality of life.

Opportunity:

The Director of Organizational Development and Human Resources (ODHR) primary responsibility is to help continue PVWC's development as a modern water utility that provides high levels of service by attracting, developing, and retaining talent throughout operations, engineering, customer service and administration. The Director will promote and recruit the most qualified people, they'll recognize and foster the value of diversity, and they'll develop the full potential of their workforce through training and development. This person will have a strategic impact on PVWC that ensures the delivery of safe, clean drinking water to their customers.

This collaborative leader will work closely with the Executive Director and other key personnel to develop a strategic plan that reinforces the core values of PVWC. They will ensure the office of ODHR is a resource for all employees that enables them to enhance their careers and improve their well-being. To ensure PVWC meets their obligations, this person will assess current organizational skills and compare them to functional needs to identify areas of improvement. They



will develop a staffing and recruitment strategy that addresses organizational gaps, prepares for succession planning, and enhances knowledge transfer. They will help PVWC install a culture of positive accountability through proactive performance management and recognizing high value work. This person's leadership style will build and strengthen teams and individuals through frequent employee engagement and feedback.

This internally and externally visible role requires a strong communicator and empathetic leader. They will regularly interact with union leadership, the New Jersey Civil Service Commission, members of the communities they serve, and current and prospective employees. They will be supported by a team consisting of an Office Manager, Organizational Development, Labor Relations, and Payroll and Benefits administration. Their team will recognize individual needs while helping build a cohesive culture by ensuring that PVWC policies promote safety, equality, and opportunity. All employees should understand the benefits available to them and feel that PVWC offers a rewarding and welcoming work environment. Applying progressive human resources practices will improve employee engagement and PVWC's abilities to serve its member communities. This person will help set a corporate culture of transparency where all employees feel valued, respected, and treated fairly. The Director's accomplishments will help create a positive work environment that brings people together in their mission to treat and supply water.

New Jersey Civil Service Commission:

The Director of ODHR will be a member of New Jersey's Civil Service Commission, which describes a Personnel Director as:

Definition: Serves as the chief human resources administrator and is responsible for the overall human resources function in a jurisdiction. Directs and supervises activities of personnel units involved in maintaining liaison between the jurisdiction and the NJ Department of Personnel in matters of personnel administration; coordinates personnel programs, policies, and practices for the employees of the jurisdiction; does other related duties.

Education: Graduation from an accredited college or university with a Bachelor's degree. Applicants who do not possess the required education may substitute additional experience as indicated on a year-for-year basis with thirty semester hour credits being equal to one year of experience.

Experience: Five years of supervisory personnel experience, two years of which shall have included responsibility for a major public or private industry personnel program including review of classification problems and wage studies, handling personnel programs, and coordination of the training needs of the jurisdiction. A Master's degree in Personnel Administration, Applied Psychology, or other related field from an accredited college or university may be substituted for one year of indicated supervisory personnel experience.

***For additional information please contact Peter McManus, Managing Partner,
The Giddings Group, (847)518-8893, pmcmanus@giddingsgroup.com***

