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General Manager and Chief Executive Officer – Halifax Water



Location: Halifax, Nova Scotia

Salary Range: \$230,000- \$289,000

It is an incredibly exciting time to lead Halifax Water.

With a mission to provide world-class services to its customers and the environment, Halifax Water has been recognized internationally for its innovation and commitment to quality. It will continue to play a key role in providing an essential service, and championing environmental sustainability, during this time of growth and transformation within the Halifax Regional Municipality (HRM).

Founded in 1949, Halifax Water is a municipally owned utility that is regulated by the Nova Scotia Utility and Review Board. It proudly stewards the water cycle of the HRM and provides clean water to customers and safely transfers it back to its source. An autonomous, self-financed entity, Halifax Water has an annual revenue equating to approximately \$150 million, an operating budget over \$128 million, and a capital budget of over \$106 million dollars. With over 550 employees, Halifax Water has actively grown along with the demands of its ever-flourishing metropolis home to bring premier service to its approximately 105,000 customers and a growing population of approximately 383,000.

The Role:

The **General Manager and Chief Executive Officer** will lead transformational change as required to provide optimal services to the citizens of the Halifax Regional Municipality and will steward Halifax Water's reputation, integrity and credibility with all its public stakeholders.

Reporting to the Board of Commissioners, as the General Manager and Chief Executive Officer you will have overall strategic, fiscal and operational responsibility for leading Halifax Water. You will provide leadership to the utility's strategic planning processes and initiatives, focusing on continuous improvement and ensuring the long-term financial integrity and viability of the organization within the framework of its shareholders, regulators and stakeholders.

The Ideal Candidate:

As the ideal candidate, you bring a strong track record of executive leadership experience in a complex, unionized, multi-stakeholder environment, preferably within a regulated utility business. You have led comparably complex teams and budgets and have proven your ability to develop and deliver results on organizational priorities and strategic plans. With strong business acumen and exceptional communication skills, you are able to effectively digest and distill complex technical financial and operational information and effectively communicate key messages to a range of audiences. You are innately customer service focused and you understand the financial management processes and the business systems necessary to successfully operate a regulated utility.

An outstanding relationship builder with strong collaboration and negotiation skills, you are able to work and partner effectively with a broad range of stakeholders including Boards, regulators, government representatives, elected officials, developers, consultants, community leaders and residents alike. You are a highly approachable, high integrity leader who embodies a deep commitment to diversity, inclusivity,

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sustainability and creating a culture of employee safety and well being in all that you do. You inspire the confidence, engagement and trust of your team, the community and key partners of your organization.

How to Apply:

If you are interested in pursuing this exciting opportunity, please apply online at: www.kbrs.ca/Career/16802. For more information or to ask any questions, please contact Daniella Sam at dsam@kbrs.ca, Erin MacDonald at emacdonald@kbrs.ca, or Andrea Forbes-Hurley at aforbeshurley@kbrs.ca.

We would like to acknowledge that we are located in Mi'kma'ki, the ancestral and traditional lands of the Mi'kmaq people. The Halifax Regional Water Commission acknowledges the Peace & Friendship Treaties signed in this Territory and recognizes that we are all Treaty People.

Halifax Water's goal is to be a diverse workforce that is representative of the community we serve, at all job levels. Halifax Water believes a diverse workforce positively contributes to its success, and the success of our community. We encourage applications from qualified African Nova Scotians, LGBTQ+ community, racially visible persons, women in non-traditional positions, persons with disabilities and Indigenous persons. Halifax Water encourages applicants to self-identify in the cover letter.

Halifax Water is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Nova Scotia Accessibility Act, and will work with applicants requesting accommodation at any stage of the hiring process. If you require an accommodation to participate as a candidate, please contact accommodate@kbrs.ca