



COO/CFO Position Profile

Reports to: General Manager Aubrey Spear

Location: Conroe, TX

Organization overview

Created by the Texas Legislature in 1937, the San Jacinto River Authority (“SJRA”) is the fifth-largest state river authority with an operating budget of nearly \$130 million and 180 full-time employees. SJRA operates with the purpose to develop, conserve, and protect the water resources of the San Jacinto River basin. The mission of SJRA includes five goals: Assure long-term water supplies; provide safe drinking water, raw water, and wastewater treatment services; protect source water quality; coordinate regional flood planning; and inform and engage the public on a wide range of water resources management topics.

As one of the major river authorities in Texas, SJRA’s primary purpose is to implement long-term regional projects related to water supply and wastewater treatment. Covering all or part of seven counties, the SJRA’s boundaries encompass the entire watershed of the San Jacinto River and its tributaries, including Montgomery County, and parts of Walker, Waller, San Jacinto, Grimes, Fort Bend, and Liberty counties. SJRA serves many customers in the Houston area and is authorized to operate in East Harris County through an agreement with the City of Houston, allowing SJRA to operate East of the San Jacinto River.

SJRA’s primary office is located in Conroe, and the authority consists of five individual operating divisions:

- **Lake Conroe Division:** Operates and maintains the Lake Conroe Dam and Spillway Gates. Lake Conroe is a drinking water supply for the Montgomery County area. This division is responsible for protecting the water quality of this reservoir that is used for drinking water in the Montgomery County area. The division also regulates the recreational activities on the lake.
- **Woodlands Division:** Works in partnership with 11 MUDs to provide the Woodlands with wholesale surface and ground water supplies, elevated and ground storage tank capacity, and wastewater treatment.
- **Highlands Division:** Provides raw water to large industrial clients and a few water utilities through a 27-mile system of canals. This division delivers more water each day than all the other SJRA divisions combined.
- **Surface Water Treatment & Transmission or Groundwater Reduction Plan Division (“GRP”):** Supplies treated surface water from Lake Conroe and transmits it to eight water utilities in Montgomery County. Reduces reliance on groundwater in the area.
- **Flood Management Division:** Works alongside local, state, and federal agencies to develop short- and long-term regional flood management strategies.

SJRA is governed by a board of seven gubernatorially appointed directors, who serve four-year terms. The board makes decisions that best align with the agency's mission, as well as reflect the interests of the communities and stakeholders within the San Jacinto River Basin. The SJRA does not receive money from collecting taxes or from the state; its income is derived from the provision of services or products to customers.

SJRA’s vision is to be a trusted leader in the management of the water resources of the San Jacinto River Basin. For additional information on the San Jacinto River Authority, visit: www.sjra.net

Position Overview

SJRA seeks an experienced operational executive with a very strong financial background to join the team, succeeding a long-time executive and building succession strength to respond to the anticipated retirement of additional members of the senior leadership team.

The ideal candidate will have excellent leadership skills and will initially oversee the work of nearly half of SJRA's team. In SJRA's current organizational structure, the retiring Director of Operations has three direct reports and 89 people in the department, which includes all five of the authority's operating divisions. The ideal candidate will also bring financial acumen to the organization, along with a deep understanding of contracts management.

The COO/CFO will work very closely with all existing members of the management team, including the general manager and the executives over finance; technical and operational services; communications and public affairs; and legal. After several months of being immersed in the operations of the organization, the COO/CFO will transition to focus on strategic oversight and coordination of financial services, including finance, budgeting, accounting, property and treasury management, and cashing. The COO/CFO will also be deeply involved in formulating a comprehensive financial plan, sourcing funding for capital projects, and overseeing the Capital Improvement Program (CIP).

The COO/CFO will prioritize talent development and succession planning to ensure a skilled and empowered workforce.

Executive Skills & Requirements

- Undergraduate degree in law, business administration, finance, economics, or a related field from an accredited college or university required. Advanced degree or certification (MS, MBA, MPA, CPA, PhD, or JD) preferred.
- 15 years of progressively responsible leadership experience in an organization similar in size to SJRA. Extensive experience in business strongly preferred, as are experience in a complex organization and in government contracting. Proven operational and financial acumen.
- Political adeptness; ability to understand and navigate complex relationships with customers, partners, and government officials.
- Experience making presentations to and interacting with board of directors highly preferred.
- Excellent written and verbal communication skills; able to communicate effectively with widely varying audiences.

Desired Personal Traits

- Proven leadership and alignment with SJRA's mission and values.
- Entrepreneurial, motivated mind-set.
- Leading by personal involvement and example but using delegation wisely. Strong work ethic, and a passion for serving in a collaborative environment.
- Emotional intelligence – level-headed, flexible, and dependable. Able to recognize different personality styles to communicate effectively with all.
- Integrity beyond reproach. High moral standards appropriate for leading an organization dedicated to the good of the public. Champion of the organization's culture.

Compensation

Competitive compensation with excellent benefits.

Send resume to applicants@lehmanassociates.com

Do NOT contact SJRA staff or board members directly. All inquiries are confidential.