



Job Description- General Manager, G M Water Supply

405 Hwy. 87 N. • Hemphill, TX 75948

G-M water supply is a member-owned, not-for-profit corporation that provides water services to the customers of Sabine and San Augustine counties in Texas. Its worthy mission since 1968 has been to deliver quality potable water while meeting all applicable compliance standards, protecting public health, conserving natural resources and ensuring adequate amenities at the lowest practical cost.

The General Manager position is responsible for comprehensive management of all field and office operations directly reporting to the Board of Directors who are elected by its customers across all GM Water geographic regions.

Suitable candidate must be a citizen of the United States of America for no less than seven years and preferably, a citizen of the State of Texas. Serious consideration mandates a clean criminal record with no adjudicated felonies.

Job Responsibilities

- Builds, develops and maintains a competitive workforce who is motivated and equipped to meet and exceed the potable water needs of its customers and the community at large. Recruits, selects, trains, motivates and manages both field and office personnel protecting effective and efficient operations resulting in products and services that meet the mission of GM Water Supply.
- Manages compliance with all water quality challenges protecting public health and conserving natural resources. Ensures all Federal, State and Local quality standards are upheld and compliant consistent with Texas Commission on Environmental Quality (TCEQ) regulations.
- Delivers technical proficiency for all heavy, light, mobile, fixed and computerized tools including functionality and maintenance of the tools themselves, as well as personnel and/or operator skills. Secures modern tools and methods so as to deliver competitive products and services.
- Manages all facilities and Real Estate necessary and useful to the corporation consistent with the mission and objectives of GM Water Supply.
- Leads all communication within and outside the organization so as to support and encourage operational excellence and cost savings for the corporation and its customers. Demonstrates and uses effective communication to encourage collaboration resulting in improved capability and ongoing cost savings.
- Develops and maintains customer service strategies and tactics that serve the corporate mission, encourages customer loyalty and supports the long-term aspirations, significant projects and annual business plans.
- Manages all budgetary and fiscal operations providing needed monetary capability while saving the customers as much money as possible. Builds and maintains capital and operational budgets protecting outstanding stewardship of the funds provided by the water revenues. Leads accounting operations so as to demonstrate impeccable use of company funds compliant with all Federal, State and Local regulations.

Core Competencies

Delivers Results

Holds self and others accountable for setting challenging goals, striving for excellence, Ensures team's activities are aligned with company mission and objectives, Anticipates risks and obstacles, and works with the team to overcome them, Holds entire team accountable for contributing to successful outcomes, Ensures team delivers value-added solutions that lead to quality results.

Sets a Winning Example

Demonstrates a commitment to integrity, encouraging the team to address practices they see as questionable, Makes sound decisions by balancing judgment, experience and analysis, Demonstrates and reinforces the importance of following through on commitments, Ensures Company interests are always placed ahead of team and personal agendas, Acts as an ambassador of Company products and services to others outside the Company, Demonstrates and inspires passion for the Company and its future.

Develops and Inspires Others

Recruits, develops and retains team members to ensure talent needs are met, Assesses talent to understand and address team capability needs, Provides feedback and coaching to others, Adjusts personal style to the situation to ensure appropriate impact upon others, Seeks feedback from others and adjusts behavior accordingly, Conveys messages clearly by tailoring content and delivery style to the audience

Drives Innovative Business Improvements

Sets an environment of continuous improvement to ensure maximum results, Develops unique ideas that can be used to improve the organization, Takes initiative and acts swiftly to seize opportunities, Influences others' opinions, convincing them of the value of new ideas and initiatives, Focuses the team on the few initiatives that deliver differentiated value to the Company, Focuses the team's work on future customers needs and solutions.

Balances Immediate and Long-Term Priorities

Translates strategic objectives into clear action plans for the team, Ensures the team achieves an appropriate balance between short-term demands and long-term vision, Considers the impact of his/her initiatives on the Company as a whole, Makes choices that are focused on increasing Company capability and efficiency, Encourages the team to focus on sustainable business practices.

Imports and Exports Good Ideas

Shares learnings and/or best practices within the Company and with cross functional partners, ensuring knowledge transfer, Uses internal and external information to add value to business plans, Builds relationships (internal and/or external) that result in improved products and services for the corporation, Coaches others on the importance of change as a mechanism for improving the Company.

Educational Requirements

Bachelors Degree from an accredited College or University (preferred Majors in STEM and/or Business)

Compensation

Commensurate with Education, Skill and Experience

All interested applicants should send CVs, Resumes and Letters to careersgmwatersupplyeasttexas@gmail.com