



City of Cedar Rapids Utilities Director

SALARY	\$71.04 - \$99.46 Hourly \$147,763.20 - \$206,876.80 Annually	LOCATION	WPC- 7525 Bertram Rd SE Cedar Rapids, IA
JOB TYPE	Full-Time	REMOTE EMPLOYMENT	Flexible/Hybrid
DEPARTMENT	Utilities	OPENING DATE	09/29/2025
CLOSING DATE	10/27/2025 11:59 PM Central	FLSA	Exempt
BARGAINING UNIT	NON_BARGAINING		

About

The City of Cedar Rapids is seeking a highly skilled and visionary **Utilities Director** to lead and manage the operations of our [Utilities Department](#). This executive-level position oversees the planning, direction, and administration of water, wastewater, and storm water utility services that are essential to the health, safety, and quality of life for our community. The Utilities Director will work closely with City leadership, regulatory agencies, and the public to ensure the delivery of reliable, high-quality service while maintaining a focus on innovation, sustainability, and regulatory compliance.

Please review our [Utilities Director Brochure](#) to learn more about this exciting leadership opportunity.

About our Organization

At the City of Cedar Rapids, we are committed to organizational health and employing individuals who reflect our diverse community, and this position is crucial in the success of this commitment. The City of Cedar Rapids is innovative and forward thinking, and we value and leverage individuals experiences beyond the technical requirements of a job. Experience, skills, and commitment to our core values is key to building a stronger organization and stronger community, now and for the next generation. If this resonates with you, please consider applying.

About our Community

Nestled in the heart of Iowa, Cedar Rapids is our vibrant and diverse community known for its rich history, culture, and natural beauty. Our city has a strong sense of community which can be seen at any of our numerous parks, recreational opportunities, and family-friendly events year round. You can also explore our thriving downtown district, filled with shops, restaurants, and entertainment options, or take a stroll along the Cedar River, which runs through the heart of the city. [Cedar Rapids - Why you should live here!](#)

About this Opportunity

Provides executive leadership, administration, and direction of the operational, financial, personnel, and capital improvement activities of the Utilities Department which includes the following areas: Water, Sanitary Sewer Treatment and Solid Waste Collection.

The City of Cedar Rapids does not offer sponsorship for employment authorization.

Position Functions

Job Duties and Responsibilities

- Directs the activities of the utilities department including financial planning, projection of revenues, system growth, operations and maintenance, capital financing, and evaluation of programs
- Develops policies and procedures designed to increase the efficiency and effectiveness of departmental operations
- Works with Director Team to develop and analyze programs and policies
- Directs the preparation and management of a large annual budget; develops fees and charges
- Supervises, plans, and directs the work of assigned personnel
- Negotiates agreements with other jurisdictions (cities and counties) regarding water, sewer and solid waste collection, fees and charges, delivery parameters, wastewater treatment, and other services
- Serves as liaison with federal, state, county, and local agencies
- Represents the City and effectively communicates across many sectors of the community promoting the City's goals, strategies and vision
- Provides status reports to the City Manager on departmental operations
- Performs related work as required

Qualifications

Required Education and Experience

- Bachelor's degree in engineering, business administration, public administration, or a related field, **and** at least nine (9) years of experience in the engineering, operation, and maintenance of a water or wastewater utility or solid waste collection; **OR**
- An equivalent combination of education and/or experience (i.e., one year of relevant full-time experience may substitute for one year of education).
- Extensive organizational leadership and staff management experience.
- Experience managing large operational and capital budgets, ensuring financial sustainability and efficiency.
- Strong written, verbal, and interpersonal communication skills.
- Proficiency in Microsoft Office.
- Ability to work collaboratively with diverse populations.

Desired Qualifications

- Master's degree.
- Licensed Professional Engineer (PE).
- Significant supervisory experience in a utility organization.
- Demonstrated experience utilizing new technology, environmental stewardship, continuous improvement, and organizational health in a complex utility organization.
- Experience working with large industrial customers and supporting economic development.

Work Schedule

- Monday- Friday 7:30am - 4:30pm

Residency Requirement

All City Directors are required to live within the Cedar Rapids city limits within a reasonable timeframe after appointment.

Benefits

We offer benefits and beyond for our employees and their families!

- Multiple health insurance plans administered by Wellmark Blue Cross and Blue Shield with low employee premiums, deductibles, and co-insurance (view our benefits summaries for more information: [Choice Plan \(Download PDF reader\)](#) and [Traditional Plan \(Download PDF reader\)](#))
- Expansive Wellness Program and low cost onsite exercise facilities
- Dental Insurance with Delta Dental of Iowa
- 100% city paid basic life insurance
- Other voluntary benefits offered including vision, long-term disability, and supplemental life insurance
- IPERS Retirement - Iowa Public Employees Retirement System, with contributions of 6.29% employee/ 9.44% City ([IPERS](#)). ([Download PDF reader](#)).
- Deferred Compensation (IRS Section 457) retirement programs
- Generous paid time off AND 11 paid holidays per year
- Paid Parental Leave program with 4 weeks of paid time off
- Annual salary increases, AND an annual across-the-board increase (determined by available budget)
- Longevity Pay for years of service
- Educational assistance up to \$3,000 per year
- A culture that is supportive and committed to professional development opportunities
- Public Service Loan Forgiveness – Employees may qualify for the PSLF program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments while working full-time for a qualifying employer. [See more information here](#)

Equal Opportunity/Affirmative Action Statement

The City of Cedar Rapids is an equal opportunity/affirmative action employer. All job applicants will receive consideration for employment free from discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability and genetic information (including family medical history).

Applicants with Disabilities

We respect and value people with disabilities and are committed to providing a workplace culture of disability inclusion. People with disabilities are supported during the hiring process and are encouraged to apply for employment with the City of Cedar Rapids. In support of the Americans with Disabilities Act, reasonable accommodations will be provided to those in need of assistance with the application and interview process. To request an accommodation, contact the City's Human Resources department by phone at 319-286-5000 or by email at hr@cedar-rapids.org.

Employer

City of Cedar Rapids

Address

101 1st Street SE

Cedar Rapids, Iowa, 52401

Phone

319-286-5000

Website

<http://www.cedar-rapids.org/>

Utilities Director Supplemental Questionnaire

*QUESTION 1

This position is a Director-level role. City policy requires all Directors to reside within the Cedar Rapids city limits within a reasonable timeframe after appointment. If selected, are you willing and able to comply with this residency

requirement?

☐ Yes

☐ No

* Required Question