



Chief Executive Officer/General Manager - Xenia Rural Water District, IA

The Xenia Rural Water District Board of Directors is seeking qualified applicants to become the district's next Chief Executive Officer/General Manager following the planned retirement of the current executive. Xenia Rural Water District is a non-profit rural water utility organization that supplies drinking water to rural landowners and communities in a multi-county region in central Iowa. The district's service area is located immediately west and north of the Des Moines metropolitan area.

About the District

Xenia Rural Water District was established in 1978 under Chapter 357A of the Iowa Code. It was initially created to provide quality, reliable drinking water to rural landowners in Dallas and Boone counties of central Iowa. However, since that time, the district has grown dramatically. In addition to purchasing water from several public water systems, Xenia operates its own production and treatment facilities utilizing groundwater sources. The district currently provides water service to all or portions of 11 counties, 19 communities, and over 11,300 customers/members in central Iowa. The service area covers 2,529 square miles and includes over 2,890 miles of pipeline.

The district is governed by a seven-member board of directors who are elected from within the service territory to three-year terms. The board meets on the third Thursday of each month. The board consists of four officers (chair, vice-chair, secretary, and three directors). The annual operating income of the district is \$20.7 million. Xenia has a total of 31 employees, including the CEO and four division managers.

One of Xenia's five water supplies is served by Central Iowa Water Works (CIWW), a regional water utility created and responsible for treatment, planning, and wholesale delivery of drinking water across the Des Moines metropolitan area. The district's remaining public water supplies are served through a combination of purchased water and district-owned and operated treatment facilities.

CEO/General Manager Position

The board of directors appoints a CEO/GM to oversee and manage the day-to-day operation of the district. The CEO/GM is responsible for providing leadership and organizational direction, including recommendations to the Board of Directors on all policy matters.

Other major duties of the CEO/GM include the following:

- Coordinate and oversee the preparation and administration of the district's annual operating and capital budget
- Long-range operating and capital improvement planning and goal setting
- Legislative review and advocacy on federal, state, and local rules and regulations impacting the District
- Supervision of all district management team members
- Ensure adherence to all applicable laws, rules, and regulations
- Oversight of consultants and other contracted service providers

- Coordination, negotiation, and administration of all water purchase and sales agreements
- Represent the district in various intergovernmental and interagency activities
- Building and maintaining relationships with customers, regulators, partner utilities, elections officials, and other stakeholders

The board of directors is seeking candidates for the CEO/GM position with experience and education relevant to the management of a public utility operation, with a preference for those who have direct managerial experience in a water supply organization. A minimum of ten years of increasingly responsible managerial/administrative experience is required. Other desirable skills, experience, attributes, and qualifications include:

- Thorough knowledge of all aspects of public water supply systems, including resource development, treatment, distribution, maintenance, billing, and administration
- Strong analytical skills including fiscal planning, budgeting, and financial oversight
- Strong leadership skills with significant supervisory experience
- Ability to work effectively with the board of directors and to provide board members with strategic direction
- An understanding of water utility cost of service and rate making
- Excellent interpersonal and oral/written communication skills
- An understanding of technologies associated with public utility operations
- Working knowledge of engineering and construction principles applicable to utility systems
- Basic understanding of federal and state rules and regulations applicable to public water supply systems
- The ability to collaborate and cooperate effectively with other water supply systems and other governmental agencies
- Committed to exceptional customer service and public trust

Compensation and How to Apply

The starting salary range for the position is \$155,000 to \$175,000 DOQ/E. The district will also provide a comprehensive benefits package. The CEO/GM position is eligible to participate in the Iowa Public Employees' Retirement System (IPERS). If you are interested in leading a growing regional water utility serving central Iowa, please apply online at www.GovHRjobs.com by submitting a cover letter and résumé no later than **September 4, 2026**. Confidential inquiries should be directed to Mark Peterson, MGT Consultant, at (309) 825-5091.

Xenia Rural Water District is an Equal Opportunity Employer