



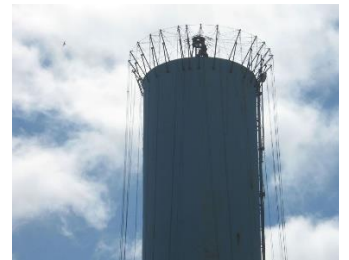
SUPERINTENDENT RECRUITMENT PROFILE

Welcome

The North Raynham Water District is seeking a dedicated and experienced professional to serve as the next Superintendent to serve as the chief administrative and operations manager of the District. The Water Superintendent is responsible for overseeing the maintenance, operation, and administration of the district's public water supply system, which includes water treatment and distribution, facilities management, emergency response planning, and ensuring compliance with all applicable local, state, and federal regulations, particularly of (DEP).

The District

The North Raynham Water District is committed to providing a safe Drinking Water Supply and Fire Protection System. Serving a population of approximately 3,900 residents, the district's water system is a vital and well-managed utility supporting a wide range of users. The system currently services 1,285 residential accounts, 118 commercial customers, and 27 municipal connections, ensuring clean, reliable water access across the district.



The system's robust distribution network is comprised of 35 miles of pipeline with 175 fire hydrants, maintained to high operational standards. Water storage capacity totals 1.745 million gallons, split between two strategically located storage tanks that support peak demand and fire protection needs.

Water production is delivered through seven wells, two of which are equipped with single Granular Activated Carbon (GAC) absorbers to enhance water quality. Water treatment is handled through a dedicated treatment plant and a filtration plant, with plans underway to upgrade the filtration facility.

The District has a fully integrated Supervisory Control and Data Acquisition (SCADA) system which is also supported by cybersecurity enhancements, reflecting a commitment to both operational efficiency and infrastructure security.

Each year, approximately 130 million gallons of water are pumped through the system. Regular maintenance—including pipe replacements, storage tank and well cleanings, and infrastructure upgrades—has ensured long-term reliability and performance.

Since 2018, the district has received multiple commendations from the Department of Environmental Protection (DEP) for excellence in regulatory compliance, further underscoring the strength and integrity of the water system operations.

The Collins Center for Public Management is assisting with this recruitment. Visit www.umb.edu/cpm. Please contact Mary Flanders Aicardi, HR Practice Leader, at 508-215-8992 with any questions.

Essential Functions

The Water District Superintendent reports to the Water Commissioners and is responsible for the overall administration, management, leadership, and operational performance of the district, including developing strategic plans, setting performance standards, and ensuring regulatory compliance.

Key Responsibilities Include:

- Providing leadership in planning and executing district goals, budgeting, and resource allocation.
- Supervising and directing all staff involving task assignment, scheduling, workflow, performance management, and labor relations (Staff includes Assistant Superintendent, Treasurer/Office Manager, Assistant Treasurer, and 3 Water Technicians)
- Overseeing day-to-day operations to ensure safe, efficient, and compliant service delivery.
- Working with regulatory officials and agencies, ensuring compliance with all regulations and reporting requirements.
- Ensuring proper stewardship of district assets, including facilities, vehicles, and equipment.
- Leading emergency preparedness/response activities to maintain service continuity and public safety.
- Consulting regularly with the Board of Water Commissioners on policy implementation, operational concerns, and long-term planning.

This role requires a hands-on leader with strong supervisory, strategic planning, budgeting and operational management skills, as well as a commitment to regulatory compliance and public service.

Qualifications

Massachusetts Drinking Water Operator Licenses with minimum of grade D2 (Distribution) and T2 (Treatment) and 5 years of related experience in a Water District or Department, with proficiency in Microsoft Office Suite and SCADA systems; or any equivalent combination of education, training, certification, and experience. Budgeting and labor relations experience are strongly preferred.

Salary and Benefits

The North Raynham Water District is a great place to work. The current Superintendent will retire in December 2025 enabling the selected candidate to work with, learn from, and be provided with a strong training process. The position is an excellent opportunity for someone who wants to grow as a manager. The District is part of the Bristol County Retirement System and has a robust benefit package including Blue Cross/Blue Shield health insurance and employer paid dental, vision, long term disability and \$20,000 life insurance. The District will negotiate a competitive employment agreement with an anticipated starting salary range of \$98,000 - \$105,000 DOQ.

Next steps

Please submit cover letter and resume to the Collins Center for Public Management and include in the subject line "[Your last name] - NRWD at: collinscenterrecruit@umb.edu. **Review of resumes will begin August 11th.** The position will remain open until filled.

The NRWD encourages and welcomes all applications. The NRWD is an Affirmative Action and Equal Opportunity Employer. All applicants shall receive equal consideration and treatment in employment without regard to race, color, religion, ancestry, national origin, age, disability, sexual orientation, military status, marital status, familial status, genetic information, or any other status prohibited by law.