



CITY OF SANTA FE

The City of Santa Fe is looking for its next

PUBLIC UTILITIES DIRECTOR



THE CITY OF SANTA FE

THE COMMUNITY

Nestled in the foothills of the Sangre de Cristo Mountains, Santa Fe is a city like no other—rich in history, culture and creativity. As the nation’s oldest capital city, Santa Fe blends a deep multicultural heritage with a vibrant contemporary arts scene. Home to more than 250 galleries, world-renowned events like the Santa Fe Indian Market and the International Folk Art Market, the city has earned its distinction as a UNESCO Creative City. From adobe architecture to award-winning cuisine, every corner of Santa Fe reflects its diverse influences, spanning Indigenous, Spanish, and Anglo traditions.

Santa Fe is known as one of the most unique and captivating cities in the country, thanks to its commitment to preserving historic buildings and cultural traditions. A zoning code adopted in 1958 requires the distinctive Spanish-Pueblo architectural style, inspired by traditional adobe and wood construction. This approach helps protect Santa Fe’s unique charm, character, and rich cultural heritage—making it a truly special place to live, work, and visit.

Santa Fe
#THECITYDIFFERENT

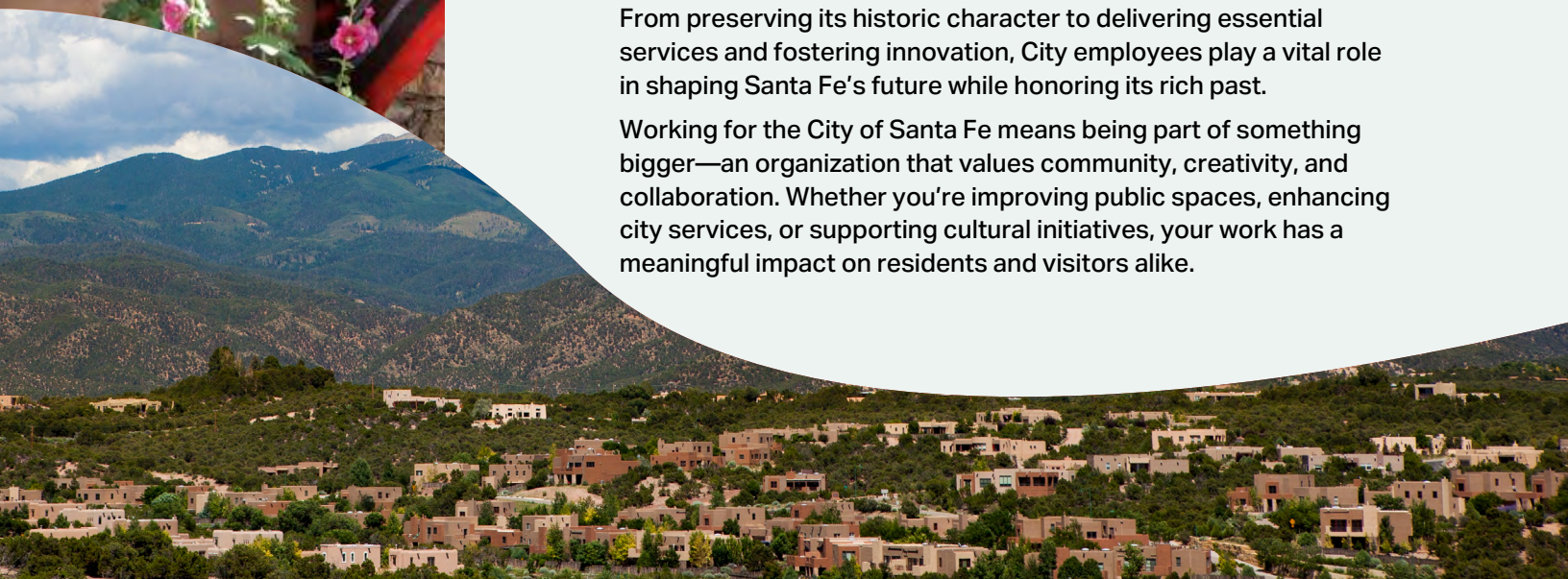


Beyond the arts, Santa Fe offers an unparalleled quality of life for outdoor enthusiasts. At 7,000 feet in elevation and with 320 days of sunshine a year, residents enjoy year-round recreation—from skiing at Ski Santa Fe to hiking, biking, and fly-fishing in the 1.6-million-acre Santa Fe National Forest. Whether you’re drawn to the city’s cultural vibrancy, breathtaking landscapes, or welcoming community, Santa Fe truly lives up to its name as The City Different.

WORKING FOR THE CITY OF SANTA FE

Santa Fe’s vibrancy isn’t just found in its art, culture, and breathtaking landscapes—it’s also reflected in the people who help shape and sustain it. The City of Santa Fe is home to a dedicated team of more than 1,400 public servants who work every day to keep this unique and thriving community running. From preserving its historic character to delivering essential services and fostering innovation, City employees play a vital role in shaping Santa Fe’s future while honoring its rich past.

Working for the City of Santa Fe means being part of something bigger—an organization that values community, creativity, and collaboration. Whether you’re improving public spaces, enhancing city services, or supporting cultural initiatives, your work has a meaningful impact on residents and visitors alike.



THE PUBLIC UTILITIES DEPARTMENT

THE DEPARTMENT

The City of Santa Fe's Public Utilities Department is dedicated to delivering essential services that support the health, sustainability, and daily life of the community. Through a range of specialized divisions, the department manages water, wastewater, solid waste, and utility billing services with a focus on efficiency, safety, environmental stewardship, and customer service.



WATER DIVISION

Delivers a safe, reliable, and resilient water supply to meet the current and future needs of Santa Fe residents and businesses.

UTILITY BILLING DIVISION

Provides accurate and timely utility billing and customer support for water, sewer, refuse, and stormwater services with a focus on friendly, efficient service.

ENVIRONMENTAL SERVICES DIVISION

Manages solid waste collection and recycling services while promoting environmental sustainability through responsible waste reduction and resource recovery programs.

WASTEWATER MANAGEMENT DIVISION

Safely collects, conveys, and treats the City's wastewater in compliance with all regulations, ensuring environmental protection and public health.



THE POSITION

THE ROLE

The City of Santa Fe is seeking an experienced and visionary leader to serve as its next Public Utility Director. Reporting directly to the City Manager, this executive-level role is responsible for overseeing the planning, operations, and strategic direction of the City's Public Utilities Department—including Water, Wastewater, Environmental Services, Utility Billing/ Customer Service, Environmental Compliance, and Enterprise Fund Analysis. This is a unique opportunity to make a lasting impact on a community that values sustainability, innovation, and quality public service.

The Public Utility Director serves as a key advisor to the City Manager on all matters related to public utilities and environmental policy, helping to shape long-term infrastructure and service delivery strategies. This role requires a strategic thinker and skilled collaborator who can foster cross-departmental partnerships, lead complex utility projects, promote financial stewardship, and cultivate a strong organizational culture rooted in public service excellence.

The City seeks an entrepreneurial Director with interest and sophistication to pursue the following major initiatives:

- » The City is confronted with a critical need to either construct a new Wastewater Treatment Plant or perform a substantial repair and upgrade of the current plant. Evaluation of those alternatives will be conducted over the next year.
- » Efforts are underway to review and increase the City's water and wastewater user fees over a multi-year period.

- » The City's Utility Billing operation will be undergoing a major transition from the current billing system to a state of the art, new software program. The transition will be guided by project management consultants.
- » Santa Fe's commitment to its environment motivates a strong desire to expand an already reputable Environmental Services/Solid Waste program into a comprehensive, innovative multi-disciplinary Sustainability and Conservation program.
- » Water rights and watershed management issues are an important element in planning for new development and maintenance of the physical beauty of the region, which requires charitable coordination with other government agencies, nonprofits and neighborhood associations.

THE IDEAL CANDIDATE

The ideal Public Utility Director will be a dynamic and strategic leader who brings a deep understanding of public utility operations, project management and organizational development. They will be a strong communicator and mentor, capable of leading diverse teams, building partnerships and delivering high-quality, customer-focused service to the Santa Fe community.

This individual thrives in a fast-paced, complex environment and demonstrates resilience, initiative and a commitment to excellence. They will be skilled at balancing big-picture planning with attention to detail while inspiring trust and encouraging collaboration across departments and with external partners.

KEY TRAITS FOR SUCCESS

- » Proven experience in utilities project planning, financial oversight, and regulatory compliance.
- » Strong leadership and coaching skills to support staff development and performance improvement.
- » Strategic decision-maker who sets clear goals, evaluates risk, and ensures accountability.
- » Excellent interpersonal and conflict resolution skills with the ability to foster a positive, inclusive work environment.
- » Skilled in performance management, organizational planning, and cross-functional coordination.
- » Highly proficient in written and verbal communication; able to present complex information clearly.
- » Customer service-focused with a commitment to responsiveness and continuous improvement.
- » Ability to remain calm under pressure and adapt to changing conditions or challenges.
- » Knowledge of municipal government operations, environmental regulations, and utility systems is highly desirable.

[See the full job description.](#)

COMPENSATION & BENEFITS

Annual base salary range \$125,426.09 - \$155,000 based on qualifications and experience.

The City of Santa Fe offers a comprehensive and competitive benefits package designed to support employee well-being, work-life balance, and long-term financial security.

Paid Time Off & Work-Life Balance

- » 11 paid holidays per year, plus one additional half-day holiday
- » One personal holiday and one day of wellness leave annually
- » Up to two hours per week of Physical and Mental Fitness Leave
- » Generous annual and sick leave accruals based on years of service
- » Flexible work arrangements available for eligible employees

Health & Wellness

- » Medical, dental and vision insurance options with City contributions toward employee and dependent premiums
- » Choice of In-Network, Out-of-Network Premium, Core, or HRA plans
- » Employee Assistance Program (EAP) for confidential mental health, legal, and financial support
- » Wellness Program with incentives to encourage healthy living
- » Flexible Spending Accounts (FSA) for medical and dependent care expenses



Life & Disability Insurance

- » Life insurance
- » Accidental Death & Dismemberment (AD&D) coverage at no cost
- » Short-term and long-term disability insurance for added income protection

Retirement & Financial Planning

- » Public Employees Retirement Association (PERA) pension plan
- » Deferred compensation plans to enhance retirement savings

[See the full benefits guide.](#)



QUALIFICATIONS & REQUIREMENTS

EXPERIENCE AND EDUCATION

- » A bachelor's degree in civil engineering, management, public or business administration.
- » Six years of supervisory or management experience in a closely related field.
- » One year of the appropriate type and level of experience may be substituted for each required year of post-high school education. Additional appropriate education may be substituted for the minimum experience requirements.

LICENSES, CERTIFICATES AND SPECIAL REQUIREMENTS

- » Must possess a valid driver's license.
- » State of New Mexico Water and Wastewater Systems Operator Certification preferred.
- » Obtain and maintain a City of Santa Fe driving permit within three months of hire.

HOW TO APPLY

To be considered for this position, please immediately submit your resume and cover letter to Christine Martin at Talent@TripepiSmith.com

Candidates will be screened for qualifications on a rolling basis, while this position remains open until filled. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.

