

## DAVIS AND WEBER COUNTIES CANAL COMPANY

### WEBER RIVER WATER USERS' ASSOCIATION

#### GENERAL MANAGER / TREASURER

**COMPENSATION Range:** \$130,000 to \$150,000 annually, negotiable based on qualifications and experience.

**CLOSE DATE:** October 7, 2026

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#### JOB SUMMARY

Under the general direction of the Boards of Directors, the General Manager serves as the chief executive officer for both the Company and Association. This role oversees all phases of administration, operations and maintenance, financial management, capital projects, public relations, and personnel management. The General Manager ensures the efficient delivery of water resources while safeguarding corporate assets, maintaining legal compliance, and protecting the organization's public image.

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#### ESSENTIAL DUTIES & RESPONSIBILITIES

- **Board Governance & Strategic Leadership:** Attends all Board of Directors meetings, providing strategic policy recommendations, financial forecasts, and operational reporting. Evaluates present and future water infrastructure needs to present long-range planning decisions to the Board.
- **Operational & Infrastructure Oversight:** Manages secondary water systems, canal networks, company reservoirs, and major water impoundments including Echo and East Canyon Dams in close coordination with the US Bureau of Reclamation and Weber Basin Water Conservancy District. Manages system expansions serving developments, relocations caused by roadways, rail, or other infrastructure changes, and changes in water conveyances.
- **Financial Management & Treasury:** Serves as Treasurer. Coordinates and reviews annual budget developments, supervises fund disbursements, co-signs checks, acts as purchasing agent for major supplies/equipment, and oversees insurance policies and risk management. Manages all company revenues and expenses.
- **Legal, Contracts & Intergovernmental Relations:** Formulates, reviews, and negotiates contracts, developments, construction projects, and agreements with

local, city, county, state, and federal agencies. Advises the Board on water rights, water law, and legal liabilities. Manages utility crossing agreements.

- **Personnel & Team Leadership:** Directs department heads, oversees workforce planning, handles hiring, discipline, performance evaluations, and terminations in accordance with labor laws. Fosters employee professional development and safety training.
  - **Public & Stakeholder Relations:** Acts as the primary liaison to the news media, stockholders, local communities, and regulatory agencies. Resolves public inquiries and complaints while maintaining a positive organizational image. Promotes water conservation messaging to the public. Manages the company webpage and any other public outreach platforms.
  - **Industry Representation:** Serves on external boards and committees relevant to regional water distribution, water rights, and canal rehabilitation as assigned by the Board.
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## MINIMUM QUALIFICATIONS

### Education & Experience

- **Bachelor's Degree:** Required from an accredited institution in Civil/Agricultural Engineering, Business Administration, Public Administration, or a closely related technical field. Ten (10) years of general management experience preferably in a water-related industry may substitute for a bachelor's degree.
- **Experience:** Minimum of six (6) years of progressively responsible executive management experience. Eight (8) years or more may be preferred. An advanced master's degree in engineering, business, or public administration may substitute for up to two years of general management experience.

### Knowledge, Skills, & Abilities

- **Knowledge:** Principles of water law, water rights administration, public/business administration, engineering, construction practices, risk management, and safety protocols.
- **Skills:** Expert skill in organizational management, multi-tasking, financial modeling/budgeting, and utilizing modern enterprise technology/software to drive operational efficiency.

- **Abilities:** Ability to review complex legal contracts, engineering schematics, and construction specifications; ability to build consensus with stockholders, board members, and regulatory bodies; superior oral and written communication skills.

Submit resume to Scott Paxman [spaxman@weberbasin.gov](mailto:spaxman@weberbasin.gov)