

Water Distribution Manager

Water Distribution Operations

Atlantic City Municipal Utilities Authority

Salary Range: \$110,000 - \$130,000 annually

Starting salary will be commensurate with qualifications, experience, certifications, and demonstrated capabilities.

Position Status: Full-Time

Application Deadline: Open Until Filled

About Us

For more than a century, the Atlantic City Municipal Utilities Authority has provided the water that helps Atlantic City live, work, grow, and welcome the world.

Since the 1880s, our water system has supported the growth and evolution of Atlantic City. Today, ACMUA serves residents, businesses, casinos, hotels, healthcare facilities, schools, and the millions of visitors who come to the region each year. We operate one of the largest and most complex public water systems in New Jersey, producing award-winning drinking water from both surface and groundwater sources through a conventional surface water treatment plant, multiple pumping and storage facilities, and an extensive distribution network that must operate reliably 24 hours a day, 365 days a year.

As Atlantic City moves through a period of redevelopment, reinvestment, and growth, reliable water infrastructure is essential to what comes next. ACMUA is part of that progress, providing the foundation that supports homes, businesses, tourism, public services, and future development.

We are proud of our history, but we are focused on the future. ACMUA is investing in infrastructure, developing employees, and building a workplace grounded in our core values of respect, communication, and the pursuit of excellence. We want people who take pride in their work, solve problems, and want to be part of something that matters.

At ACMUA, we provide careers, not just jobs. This is an opportunity to join a respected public utility with a vital mission, a strong legacy, and the chance to build a career helping shape the future of one of New Jersey's most important and recognizable cities.

The Opportunity

The Atlantic City Municipal Utilities Authority is seeking a Water Distribution Manager to lead the operation, maintenance, regulatory compliance, and continuous improvement of one of New Jersey's largest and most complex water distribution systems.

Reporting directly to the Deputy Executive Director of Operations, this position is responsible for the leadership and management of distribution operations, including system maintenance, construction activities, emergency response, meter operations, customer service coordination, regulatory compliance, and long-term infrastructure planning. The successful candidate will provide leadership to a team of assistant managers, supervisors, an assigned confidential administrative assistant, and field personnel while working closely with Authority leadership, Finance, Engineering, Treatment Operations, contractors, consultants, and regulatory agencies.

This position plays a critical role in ensuring the reliability, resilience, regulatory compliance, and performance of infrastructure that serves residents, businesses, casinos, hotels, healthcare facilities, schools, and millions of visitors each year.

The Water Distribution Manager will lead daily operations while helping shape the Authority's future through workforce development, organizational strategic planning, capital improvement initiatives, infrastructure planning, regulatory compliance programs, and the continued modernization of the Authority's water distribution system.

This is an opportunity to lead a critical public service operation, develop future leaders, strengthen organizational performance, maintain compliance with state and federal drinking water regulations, and play a direct role in shaping the future of one of New Jersey's most important and recognizable cities.

Position Overview

Plans, organizes, directs, and manages the operation, maintenance, construction, regulatory compliance, and continuous improvement of the Authority's water distribution system.

Provides leadership and direction to assistant managers, supervisors, an assigned confidential administrative assistant, and field personnel responsible for the operation and maintenance of water mains, valves, hydrants, service lines, meters, distribution facilities, and related infrastructure. Works closely with Authority leadership, Finance, Engineering, Treatment Operations, licensed operators, consultants, contractors, and regulatory agencies to ensure reliable system performance, regulatory compliance, effective resource

management, and the successful implementation of departmental and organizational initiatives.

Exercises considerable independent judgment in establishing departmental priorities, managing personnel and resources, supporting organizational strategic planning, advancing capital improvement initiatives, and ensuring the long-term reliability, resiliency, and performance of the Authority's water distribution system.

Key Responsibilities

- Directs and oversees the operation, maintenance, repair, construction, and continuous improvement of the Authority's water distribution system.
- Leads, develops, and evaluates assistant managers, supervisors, an assigned confidential administrative assistant, and field personnel through effective communication, accountability, coaching, succession planning, and performance management.
- Ensures compliance with all applicable federal, state, and local regulations governing water distribution operations, water quality monitoring, distribution system compliance activities, and other NJDEP and USEPA requirements.
- Oversees distribution system water quality programs, including sampling activities, flushing programs, cross-connection control initiatives, lead service line replacement efforts, and other regulatory compliance requirements.
- Coordinates regulatory inspections, audits, reporting requirements, corrective actions, and compliance initiatives.
- Directs emergency response activities involving water main breaks, service interruptions, water quality concerns, severe weather events, and other operational emergencies.
- Coordinates with Finance, Customer Service, Engineering, Treatment Operations, and other departments to support meter operations, customer account management, service installations, infrastructure improvements, and Authority initiatives.
- Coordinates with consulting engineers, contractors, and utility partners on construction activities, system improvements, and capital projects.

- Leads the development of distribution-related capital improvement priorities and participates in the implementation of the Authority's Capital Improvement Program and long-range infrastructure planning initiatives.
- Participates in the Authority's strategic planning process by identifying long-term operational needs, evaluating system performance, recommending departmental priorities, and contributing to organizational initiatives that support the Authority's mission, regulatory responsibilities, and long-term infrastructure goals.
- Participates in budget preparation, capital planning, resource allocation, and departmental financial management.
- Monitors system performance and identifies opportunities to improve operational efficiency, reliability, resiliency, regulatory compliance, customer service, and employee effectiveness.
- Ensures the proper maintenance of departmental vehicles, equipment, facilities, and infrastructure assets.
- Participates in labor-management discussions and assists in the administration of collective bargaining agreements, personnel policies, and departmental procedures.
- Prepares reports, correspondence, presentations, regulatory documentation, Board materials, and other administrative records as required.
- Performs other related duties as assigned.

Knowledge, Skills, and Abilities

- Thorough knowledge of water distribution system operations, maintenance, construction, asset management, and regulatory requirements.
- Thorough knowledge of applicable NJDEP, USEPA, and federal and state drinking water regulations governing public water distribution systems.
- Knowledge of water quality monitoring, distribution system compliance programs, emergency response, and industry best practices.
- Knowledge of supervisory and management principles, including employee development, workforce planning, succession planning, performance management, and organizational leadership.

- Knowledge of budget development, capital planning, infrastructure asset management, and long-range operational planning.
 - Knowledge of organizational strategic planning, continuous process improvement, and performance management principles.
 - Ability to lead and motivate employees while fostering a culture of accountability, communication, respect, safety, and operational excellence.
 - Ability to manage multiple priorities, allocate resources effectively, and make sound decisions during both routine operations and emergency situations.
 - Ability to communicate effectively with employees, customers, contractors, consultants, regulators, elected officials, and the public.
 - Ability to establish productive working relationships across departments and organizational levels while building consensus and supporting Authority-wide initiatives.
 - Strong analytical, organizational, leadership, and problem-solving skills.
 - Ability to exercise sound judgment, evaluate operational challenges, develop practical solutions, and maintain accountability for departmental performance and organizational objectives.
 - Proficiency with Microsoft Office Suite and the ability to utilize work management, GIS, asset management, and other utility-related software applications.
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Minimum Qualifications

- High school diploma or equivalent required.
 - Possession of a valid New Jersey Water Distribution Operator License (W-2 or higher).
 - Significant experience in water distribution operations, maintenance, construction, regulatory compliance, and emergency response.
 - Demonstrated supervisory or management experience.
 - Possession of a valid driver's license.
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Preferred Qualifications

- New Jersey Water Distribution Operator License (W-3 or W-4).
 - Experience serving in Direct Responsible Charge of a public water distribution system.
 - Experience serving as a Licensed Operator Direct Responsible Charge (LODR).
 - Experience managing regulatory compliance programs and regulatory inspections.
 - Experience leading supervisory, administrative, and field personnel in a unionized environment.
 - Experience with capital improvement projects, budgeting, infrastructure planning, and consultant management.
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Compensation and Benefits

In addition to a competitive salary, ACMUA offers a comprehensive benefits package that includes:

- Participation in the New Jersey Public Employees' Retirement System (PERS)
 - Medical, dental, and vision coverage
 - Paid vacation, sick leave, personal leave, and holidays
 - Professional development and licensing support
 - Authority vehicle provided in accordance with Authority policy
 - Long-term career growth within a respected public utility
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Physical Demands and Work Environment

Work is performed in both office and field environments and may require visits to distribution facilities, construction sites, emergency response locations, and other operational assets. Duties may involve exposure to varying weather conditions and participation in emergency response activities outside normal business hours.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.

Equal Employment Opportunity

The Atlantic City Municipal Utilities Authority is an Equal Opportunity Employer and complies with all applicable federal and state laws prohibiting discrimination in employment. Employment decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, or any other protected status under applicable law.