

# INDIO

take center stage

## DIRECTOR OF WATER UTILITY & MAINTENANCE



Recruitment Services Provided by  
Ralph Andersen & Associates

## OUTSTANDING OPPORTUNITY

The City of Indio, California seeks a dynamic and visionary Director of Water Utility & Maintenance to lead water operations and to oversee the efficient maintenance and operations across the City's fleet, facilities, streets, and park & landscaping divisions. This newly created leadership role is a pivotal part of our commitment to advancing the City's 5-year strategic plan.

The new Director of Water Utility & Maintenance will have the unique opportunity to shape a more focused and effective Water Department and Maintenance Department, while supporting the formation of a dedicated engineering department that will enhance infrastructure planning, design, and project management. The leadership of the new Director will be instrumental in improving service delivery, reducing operational costs, and promoting sustainable growth within our vibrant community.

If you are a strategic leader with a passion for public infrastructure and community enhancement, we invite you to apply and make a significant impact on the future of our city.



## THE ORGANIZATION

The City of Indio, located in the Coachella Valley of Southern California, has a population of approximately 100,000 and spans approximately 30 square miles. While originally a railroad town between Yuma, Arizona, and Los Angeles, California, today Indio is the largest and fastest-growing city in its region. The City is bursting with growth and development, downtown revitalization, and huge investments in community infrastructure.

The City of Indio purposely, strategically, and with vision, drives itself to maintain and enhance its well-deserved reputation and recognition as a premier business and residential community. As the 3rd fastest growing city in Southern California, 8th fastest growing city in the entire State of California, and the 30th fastest growing city in the nation, the opportunities for housing, business, retail development, hospitality, industry, logistics, and healthcare are tremendous. Downtown Indio for example, is experiencing over \$250 million in investment with recently completed buildings including a new College of the Desert Campus, City Library, and City Hall. Residents and visitors alike can now walk for coffee, listen to local music, have dinner, or find their favorite vinyl record. Indio also has over 4,300 new housing units in construction or being planned throughout the city, in addition to new hotels, restaurants, and retailers. Over 2.4 million people visit the “City of Festivals” every year to attend its world-famous arts, food, and music festivals such as the Coachella Valley Music & Arts Festival and Stagecoach Country Music Festival.



With roughly 80% of the residents from different ethnic backgrounds, the Indio community offers fantastic options for food, music, and culture. With nationally recognized public safety services, exceptional schools, great parks, and senior and teen centers, the City is also ranked as one of the best places to live for young families. The City was recently nationally recognized as the #24 out of 279 small U.S. cities for livability. The city's temperate winter climate, high quality of life, art and cultural offerings, unique restaurants and shops, diversity, and outstanding municipal services appeal to residents and visitors as an extraordinary place to work, live, relax, and play.

## THE DEPARTMENT AND POSITION

The Director of Water Utility & Maintenance, appointed by and reporting to the City Manager, will oversee the planning, management, and operation of the city's maintenance and water departments. This position ensures the maintenance of public infrastructure including City streets, fleet, parks, landscaping, and public buildings. In addition, the Director will oversee the Indio Water operations including all aspects of the city's water supply, treatment, and distribution to ensure continuous delivery of clean, safe drinking water to residents and businesses. Furthermore, the Director of Water Utility & Maintenance has a significant role in coordinating traffic operations related to the Coachella Art and Music Festival and the Stagecoach Festival.

The successful candidate for Indio's Director of Water Utility & Maintenance will have responsibility for an \$18.1 million General Fund operating budget with 35 full-time staff for Maintenance Operations and \$34 million Water Enterprise Fund operating budget with 32 full-time staff. Importantly, the new Director of Public Works will have the opportunity to build and develop the team, who are a very talented, enthusiastic, and motivated group of individuals in the developmental stages of their careers. Furthermore, the Director is charged with coordinating, supporting, and enabling inter-departmental cooperation and coordination to achieve mutual goals and objectives.

The Director must be an inspirational and motivational relationship builder to supervise, coach, and mentor; achieve outcomes; organize competing priorities; serve the public; accomplish organizational goals; and facilitate positive working relationships. The successful applicant must also have communication, interpersonal, and organizational skills; supervisory and management experience; and a track record in leadership and collaboration.

# THE DEPARTMENT AND POSITION

## *continued*

### **The ideal candidate will additionally:**

- Be flexible for managing and working in a fast-paced, changing environment, and business-oriented for concurrently handling the budget, personnel, complexities, and high demands.
- Have an organized, strategic, and thoughtful approach for problem solving, process, addressing workflow, prioritizing work, and implementing efficiencies.
- Provide vision, embrace technology, and anticipate needs and change for achieving forward progress and to avoid problems and unintended consequences.
- Illustrate emotional intelligence, diplomacy, and political savvy for leading progress, working with diverse stakeholders, elected and appointed officials, and other government agencies.
- Demonstrate maturity, self-confidence, and competency.
- Demonstrate an aptitude, initiative, and goal to be or become an effective leader.
- With integrity, honesty, kindness, ethical behavior, and humility, earn the respect and trust of others.
- Be motivated and value self-awareness and accountability with the goal of continually striving for self-improvement.
- Be calm under pressure, friendly and people-oriented; add humor to manage; and balance the pressure, priorities, and demands on personnel.
- Model the behaviors aligned with polite, professional, and progressive leadership.
- Have some familiarity with dynamics in a growing, expanding community.
- Be visionary for anticipating and promoting needs and issues and for avoiding unintended consequences.
- Focus on employee professional and career development through department-wide and individualized cross-training, organizational development programs, instruction, and leading by example.
- Embody a “can-do” attitude, be respectful and responsive, embrace customer service, and value community engagement.



## QUALIFYING EDUCATION AND EXPERIENCE

The successful applicant will have a strong technical background and hands-on experience in a municipal setting. In addition, the requirements of the position are:

**Education:** Equivalent to a Bachelor's Degree from an accredited college or university with major course work in public administration, civil engineering, public works, recreation administration, or a related field.

**Experience:** The required qualification is to possess six years of progressive, public works experience, including at least three (3) years at a supervisory and administrative level. Some experience or working knowledge of water operations and maintenance is desirable.

**License/Certificate:** Possession of a valid Class C California driver's license. Possession of valid job-related certificates in water, project management, trades, and/or engineering is desirable but not required.

## COMPENSATION

The City offers a competitive annual salary up to \$240,611 based on qualifications and experience. The City also provides excellent executive-level benefits including:

- **Retirement:** CalPERS 2.7% @ 55 for Classic members and 2.0% @ 62 for PEPRA members.
- **Health/Dental/Vision Insurance:** The City offers a cafeteria-style benefits plan through CalPERS Health, and the employer contributes \$2,100 per month for employee coverage.
- **Deferred Compensation:** Employees have the option to contribute to a 457 deferred compensation account (on a pre-tax basis), up to IRS limits.
- **Leaves:**
  - Sick: Accrued at 96 hours per year.
  - Vacation: Accrual is negotiable up to 200 hours per year, with the ability to cash out twice a year.
  - Administrative: Accrued at 80 hours per year.
- **Holidays:** 13 fixed holidays, plus 1 additional floating holiday.
- **Life Insurance:** City paid \$50,000 life insurance.
- **Social Security:** The City participates in Social Security.
- **Additional Benefits:**
  - An auto allowance of \$500 per month is provided.
  - Either a cell phone allowance or a City-issued device is provided.
- **Relocation Assistance:** Up to \$5,000 (negotiable).



## TO BE CONSIDERED

This is a confidential recruitment and will be handled accordingly throughout the various stages of the process. Interested candidates should submit a compelling cover letter and comprehensive resume by email to [apply@ralphandersen.com](mailto:apply@ralphandersen.com) by **Friday, January 30, 2026**.

References will not be contacted until mutual interest has been established. Candidates are encouraged to apply early in the process with the first review of resumes occurring in early February 2026. It is anticipated that the most highly qualified candidates will be invited for an on-site interview in mid- to late-February.

*The City of Indio is an Equal Opportunity Employer.*



[indio.org](http://indio.org)