



VACANCY NOTICE

Applications are invited from suitably qualified persons to fill the position of **Chief Operations Officer**, Water & Sewerage Company Inc (WASCO)

The successful applicant will provide support to the General Manager and form part of a team working towards achieving the following objectives:

- Develop and execute operational plans to ensure achievement of assigned strategic priorities and projects.
- Collaborate closely with the General Manager in developing organizational vision, strategic goals and the overall management of the organization
- Provide engineering and technical direction for planning and design of water utility projects.
- Review plans and specifications prior to instituting projects to determine whether they meet organizational requirements.
- Analyze and compile data received from Departmental Heads to prepare budget estimates.
- Direct the engineering aspects of water supply development and water quality control in collaboration with Departmental Heads.
- Advise and consult with Engineers on engineering issues for discussion with the General Manager.
- Facilitates effective communication and cooperation among divisions to create a spirit of unity in the organization.
- Ensure that the Company follows the strategic plan, remitting reports to the necessary personnel.
- Measure effectiveness and efficiency of operational processes, updates and implements internal controls, policies and procedures as necessary
- Oversee the daily operations of the Company and the work of direct reports.
- Set comprehensive goals for performance optimization and growth in collaboration with management team.

Required Skills/Abilities:

- Comprehensive knowledge of the contemporary concepts, principles and practices in utility management
- Knowledge of public works administration.
- Ability to develop and implement long term plans and programs and to evaluate work accomplishments.
- Superlative communication skills, particularly the ability to communicate as a leader.
- Thorough understanding of management and financial practices in all areas and phases of business operations.
- Ability to diagnose problems quickly and have foresight into potential issues.
- Strong mentoring to a team with diverse levels of expertise.

- Ability to influence and engage direct and indirect reports and peers.
- Experience in a senior Executive/Management position at a water and wastewater utility.

Other

- Ability to communicate with staff at all levels
- Excellent reporting and team building skills
- Excellent written and oral communication skills
- Ability to motivate staff
- Strong interpersonal skills
- Ability to handle sensitive issues and maintain confidentiality.

Education and Experience:

- Masters Degree in business, public administration, engineering or related discipline
- Ten (10) years of significant executive or management experience in a public utility, including eight (8) years experience in planning and directing operations at department, division, or Senior Manager Level
- **OR** Five (5) years in utility administration and management at the executive or senior management level.

The deadline for the submission of applications is **Friday 26th February, 2021** and should be addressed to:

**Human Resource Manager
Water and Sewerage Company Inc.
L'Anse Road
P O Box 1481, Castries**

NB: Applications may also be submitted via email to hr@wascosaintlucia.com. Unsuitable candidates will not be acknowledged. Candidates meeting the minimum qualifications and experience may not be considered for an interview. Only the candidates with the best qualifications and experience will be shortlisted for interview.