

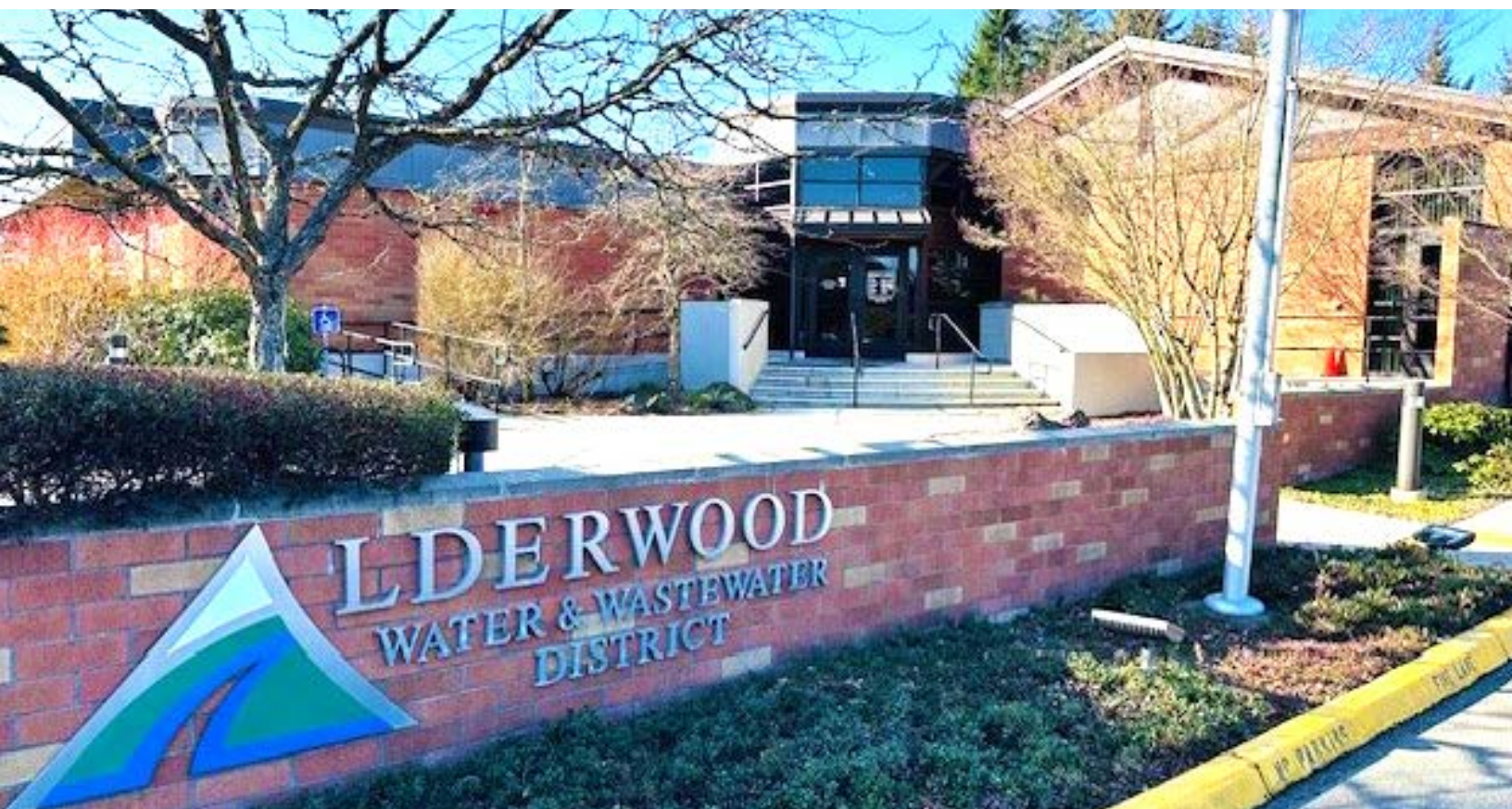
FINANCE DIRECTOR

Recruitment Announcement

About Alderwood Water & Wastewater District

Alderwood Water & Wastewater District is Washington State's largest special purpose water and sewer district, providing reliable, high-quality drinking water and wastewater services to more than 330,000 residents and businesses throughout southwest Snohomish County. The District is recognized for its strong financial stewardship, investment in critical infrastructure, and commitment to exceptional customer service.

Governed by a five-member Board of Commissioners, the District manages hundreds of millions of dollars in public infrastructure and is responsible for planning and delivering the utility services that support one of the fastest-growing regions in the state. The District values innovation, collaboration, fiscal responsibility, and continuous improvement while maintaining a long-standing reputation for operational excellence.



Vision

Water for life, forever.

To us, 'water for life, forever' communicates our commitment to providing healthy, life sustaining services to help our community prosper now and into all future generations.

Mission

Clean, reliable water and wastewater services for a healthy community.

Values

- Integrity means we do the right thing.
- Learning drives our people and culture.
- Stewardship because water is essential to life.
- Safety as our employees and our community deserve care.
- Efficiency enables us to deliver excellent value to our customers.



About the Position

Reporting directly to the General Manager, the Finance Director serves as the District's Chief Financial Officer and Treasurer and is a key member of the executive leadership team. The Finance Director provides strategic financial leadership for one of Washington's premier utility districts, ensuring the long-term financial sustainability of the organization while supporting the District's mission of delivering safe, reliable, and cost-effective water and wastewater services.

The Finance Director leads a talented team of 28 staff with a management team that includes the Finance Manager, Accounting Manager, and Information Technology Services Manager.

This position is responsible for planning, directing, and overseeing all financial operations of the District, including budgeting, financial planning, accounting, utility billing, treasury and investment management, debt administration, financial reporting, cash flow management, internal controls, enterprise financial systems, and coordination of the District's annual audit. The Finance Director serves as the District Treasurer, oversees bond financing and debt service, manages

financial risk, and develops long-range financial strategies that support the District's significant capital improvement program and future service demands. This position also oversees the district's information technology services, records management, and public records requests.

The Finance Director regularly advises the General Manager and Board of Commissioners on financial policies, fiscal trends, rate strategies, capital financing, and the overall financial condition of the District. This position also represents the District through presentations to the Board, public meetings, financial institutions, auditors, and other external partners.



The Ideal Candidate

Alderwood Water & Wastewater District seeks a collaborative, forward-thinking finance executive who combines exceptional technical expertise with strong leadership and communication skills. The successful candidate will be a strategic business partner who understands the critical role finance plays in supporting organizational decision-making and delivering outstanding public service.

The ideal candidate is an experienced municipal or utility finance professional with demonstrated success managing complex financial operations, developing long-range financial plans, overseeing debt financing and investments, and leading high-performing teams. They will possess excellent judgment, political awareness, and the ability to communicate complex financial concepts clearly to elected officials, executive leadership, employees, and the public.

The successful Finance Director will be a relationship builder who values collaboration across departments, embraces innovation and technology, and is committed to continuous improvement, accountability, and transparent financial management.



Performance Expectations

Financial Leadership

- Provide strategic financial leadership that ensures the long-term fiscal health and sustainability of the District.
- Lead the development and administration of the District's annual operating and capital budgets and long-range financial plans.
- Oversee cash management, investments, debt administration, bond financing, and financial forecasting.
- Conduct financial modeling, utility rate analysis, and long-term revenue planning to support infrastructure investments and operational needs.
- Direct preparation of the District's Annual Comprehensive Financial Report and ensure compliance with all applicable accounting standards, laws, and regulatory requirements.
- Develop, implement, and maintain strong internal controls, financial policies, and risk management practices.
- Coordinate the District's annual audit with the Washington State Auditor's Office and ensure timely implementation of audit recommendations.

- Provide meaningful financial analysis and recommendations that support executive decision-making and organizational priorities.

Leadership

- Provide inspirational leadership and professional development for a diverse management team while fostering a culture of collaboration, accountability, and continuous improvement.
- Build strong partnerships across the organization to ensure financial strategies support operational excellence and customer service goals.
- Establish clear expectations, mentor future leaders, and promote employee engagement and professional growth.
- Encourage innovation, process improvement, and effective use of technology to improve financial operations and customer service.
- Promote transparency, integrity, and sound stewardship of public resources in every aspect of the District's financial operations.

Communication & Customer Service

- Communicate complex financial information clearly and effectively to the Board of Commissioners, General Manager, employees, customers, and community stakeholders.
- Develop financial reports, presentations, and recommendations that support informed policy and operational decisions.
- Foster exceptional customer service within finance, utility billing, information technology service, and administrative support functions.
- Build collaborative relationships with auditors, financial advisors, regulatory agencies, bond counsel, banking partners, and other external organizations.
- Support a customer-focused culture that values responsiveness, professionalism, transparency, and continuous improvement.

Desired Qualifications

Bachelor's degree in Accounting, Finance, Business Administration, Public Administration, or a closely related field is required. A Master's degree is preferred.

Candidates should possess progressively responsible professional finance experience, including significant supervisory and management responsibility. Experience in public sector finance, municipal utilities, or another governmental organization is highly desirable.

The ideal candidate will have demonstrated expertise in:

- Governmental accounting and Generally Accepted Accounting Principles (GAAP)
- Government Accounting Standards Board (GASB)
- Budget development and long-range financial planning
- Treasury management and investments
- Utility rate analysis and design, and financial modeling
- Bond financing and debt management
- Financial reporting and annual audits
- Enterprise financial systems
- Internal controls and financial risk management
- Leadership, coaching, and development of professional staff

Total Compensation

The salary range for the Finance Director is \$165,381 – \$221,624 annually, depending on qualifications and experience.

Alderwood Water & Wastewater District offers an outstanding executive benefits package designed to support employees and their families. Benefits include comprehensive medical, dental, and vision insurance, participation in the Washington State Public Employees' Retirement System (PERS), generous paid vacation and sick leave, holidays, deferred compensation opportunities, and other competitive benefits.

APPLICATION PROCESS

Candidates interested in this outstanding career opportunity should submit a cover letter and current résumé.

The position is open until filled; however, the review process will begin immediately, and the District encourages interested candidates to apply by September 30, 2026.

For additional information regarding this recruitment, please contact:

Marissa Karras
Karras Consulting
360-956-1336

Applications may be submitted by visiting www.karrasconsulting.net and selecting “View Open Positions.”

Alderwood Water & Wastewater District is an Equal Opportunity Employer committed to fostering a diverse, equitable, and inclusive workplace. The District encourages applications from qualified individuals of all backgrounds and provides reasonable accommodations throughout the recruitment and selection process for applicants with disabilities upon request.



About the Area

Alderwood Water & Wastewater District serves one of the most desirable and rapidly growing regions in the Pacific Northwest. Located in southwest Snohomish County, the District's service area includes the communities of Lynnwood, Brier, Mountlake Terrace, and portions of Bothell, Edmonds, Everett, Mill Creek, Mukilteo, and unincorporated Snohomish County. Residents enjoy the convenience of suburban living while remaining just minutes from Seattle, Bellevue, and Everett.

The region offers an exceptional quality of life with outstanding schools, diverse neighborhoods, vibrant shopping and dining destinations, and abundant parks and recreational opportunities. Outdoor enthusiasts enjoy easy access to Puget Sound, the Cascade Mountains, the San Juan Islands, and countless opportunities for hiking, skiing, boating, cycling, fishing, and camping.

The District's central location provides convenient access to Interstate 5, Interstate 405, State Route 525, Paine Field, and Seattle-Tacoma International Airport. The area is home to a thriving economy supported by leading employers in aerospace, healthcare, technology, education, manufacturing, and biotechnology, making it an ideal place to build both a career and an exceptional quality of life.

