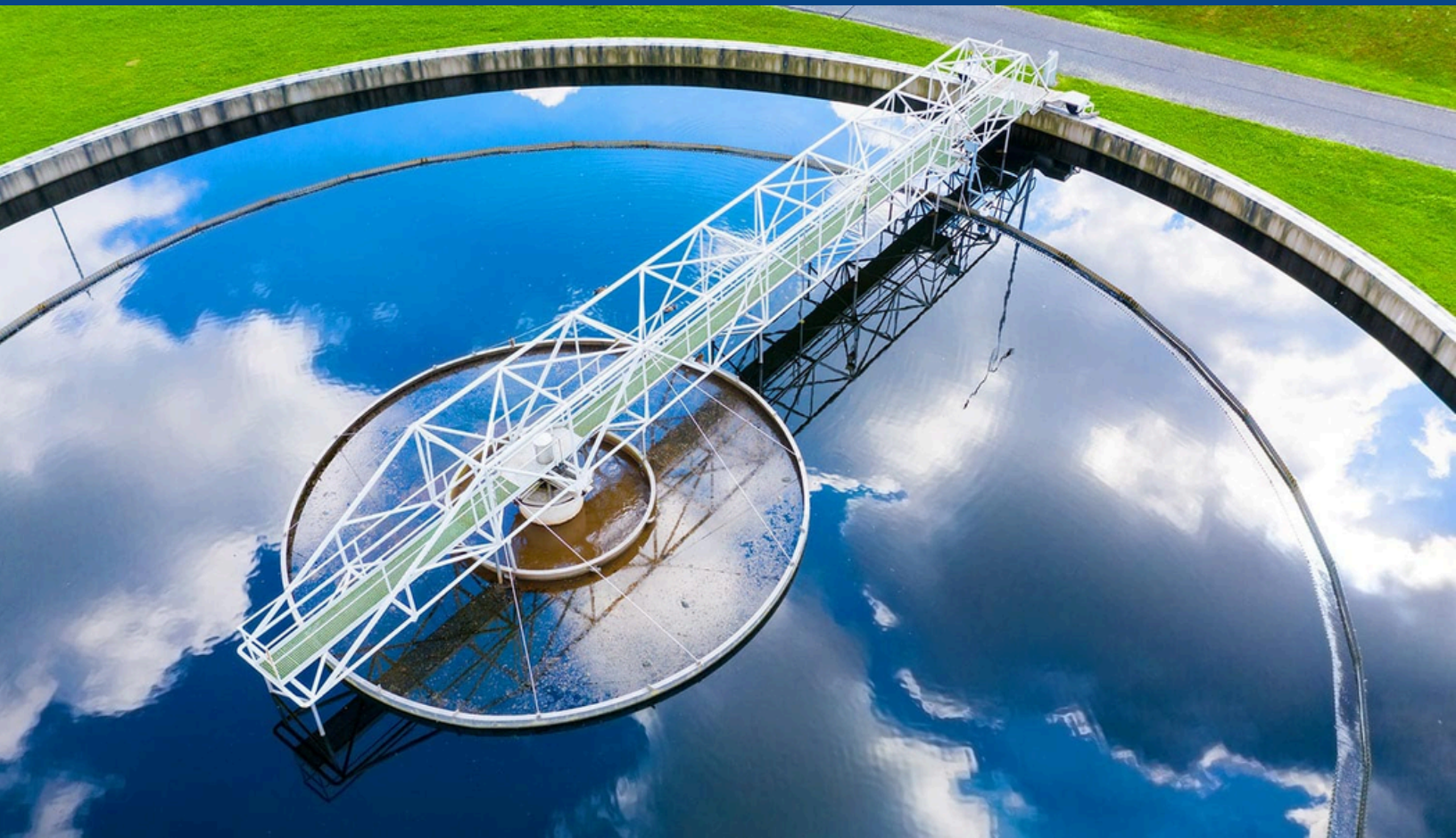




**Fayetteville Public Works Commission
is seeking a
CHIEF HUMAN RESOURCES OFFICER**



About Fayetteville Public Works Commission

Fayetteville Public Works Commission (PWC) serves the Fayetteville/Cumberland County area as a hometown utility and provides reliable electric, water and sewer services with rates that are among the lowest in the state. As the 36th-largest municipal electric utility in the US, the Commission has been recognized by the American Public Power Association for outstanding system reliability as a 3-time recipients of the RP3 (Reliable Public Power Provider) Diamond Designation. A member of the Partnership for Safe Drinking Water, the Commission has the distinction of being the first utility in North Carolina to receive the Director's Award for outstanding commitment to quality drinking water.



Fayetteville Public Works Commission is a Public Authority Chartered by the North Carolina Legislature in 1905. The Commission consists of four members, appointed by the Fayetteville City Council to serve up to two, four-year staggered terms. PWC has the sole responsibility for budgeting, policy making and rate setting for all of the commission's operations and property under its management and control. The Commissioners elect a Chairman, Vice Chairman, Secretary and Treasurer and are responsible for the selection of the CEO/General Manager.

COMMUNITY POWERED

More than a service provider, Fayetteville Public Works Commission is an integral part of the Fayetteville community, and deep community engagement is a core commitment. PWC is a sponsor of the annual Fayetteville Dogwood Festival as well as *Public Works*, the community-wide art exhibit, which is an opportunity for all artists to have their work exhibited at the Arts Council of Fayetteville.



About Fayetteville Public Works Commission

FUTURE FOCUSED

Having executed on technology advancements such as automated meter reading and a new Oracle information management system, Fayetteville Public Works Commission is committed to using technology improvements and implementing process management change to improve the customer experience.

PWC is future-focused in the provision of its services. Among its many environmental and conservation programs is its network of electric vehicle charging stations throughout the Fayetteville area that can be used by the public at no cost. Fayetteville Public Works Commission EV charging stations are a part of the Commission's Clean Fuel Advanced Technology project. The Commission received a \$37,000 grant from the North Carolina Clean Energy Technology Center for the project which provided funding for the charging station installation. The Commission's Clean Fuel Advanced Technology project focuses on improving air quality and increasing the awareness of clean transportation technologies.

In 2021, the American Public Power Association (APPA) recognized PWC as a Smart Energy Provider (SEP) for demonstrating commitment to and proficiency in energy efficiency, distributed generation, and environmental initiatives that support a goal of providing low-cost, quality, safe, and reliable electric service. It was the second time PWC has earned the distinction.



**SMART
ENERGY
PROVIDER**

American Public Power Association



TREE POWER

**DRIVE THE
SANDHILLS
INTO THE
FUTURE**

**SANDHILLS ELECTRIC VEHICLE
ADVISORY CLUB MEETING**

June 6, 2022 • 5:30 pm
Fayetteville Public Works Commission • Main Meeting Room
955 Old Wilmington Road in Fayetteville

Join us for a lively discussion on

- PWC's EV Plan •
- New Residential EV Rates •
- Volkswagen Settlement Grants for EVSE •
- Updates from our Auto Dealers •

For regional electric vehicle news, visit
faypwc.com or sustainablesandhills.org

HOSTED BY

PWC
Fayetteville's
HOME/TOWN UTILITY

**SUSTAINABLE
SANDHILLS**

About Fayetteville Public Works Commission

“Our employees are the heart of Fayetteville PWC.”

– Ronna Rowe Garrett, PWC Commissioner

RIGHT: The United Way of North Carolina presents their *Spirit of N.C.* awards to organizations from around the state who not only demonstrate excellence in their United Way campaign but are building a philanthropic culture community-wide. In 2024, PWC earned the award for *Impactful and Engaging Campaign Event or Activity* for the meal-packing event that kicked off United Way N.C.’s 2023 campaign.

BELOW: Fayetteville Public Works Commission recognized more than 200 employees for their hard work and dedication as the front line of environmental defense during the inaugural Wastewater Professionals Day in 2024.



About the Chief Human Resources Officer

The Chief Human Resources Officer (CHRO) serves as a key member of the executive leadership team and is responsible for developing and executing human resources strategies that support the organization's mission, vision, and long-term objectives. This position oversees all aspects of HR, including talent acquisition, labor relations, compensation and benefits, workforce planning, performance management, training and development, and organizational development. The CHRO provides strategic leadership by articulating HR needs and plans to the executive leadership team, while ensuring compliance with federal, state, and local employment laws.

The CHRO reports to the CEO and is directly responsible for leading managers of the division and indirectly responsible for all employees within the division. The salary range for this position is \$173,104 - \$283,026 annually with a midpoint of \$228,065. The final offer will be commensurate with the selected candidate's experience.

Duties of the Chief Human Resources Officer

In alignment with the responsibilities of this position, the Chief Human Resources Officer will:

- Develop and execute comprehensive HR strategies, policies, and programs that align with the utility's mission, vision, and objectives.
- Serve as a trusted advisor to the CEO and executive leadership team on workforce planning, employee engagement, and organizational effectiveness.
- Lead change management initiatives to improve workforce efficiency, service delivery, and culture.
- Implement effective strategies to attract, on-board, and retain top talent.
- Oversee succession planning and leadership development programs to ensure a pipeline of skilled professionals.
- Develop and implement professional development programs that support career growth and leadership advancement.
- Promote a culture of continuous learning and innovation.
- Develop strategies to enhance employee engagement, satisfaction, and productivity.



About the Chief Human Resources Officer

Duties of the Chief Human Resources Officer (cont.)

- Ensure a positive and compliant workplace environment by overseeing employee relations programs and resolving workplace conflicts.
- Oversee compensation structures and benefits programs to remain competitive and equitable.
- Ensure compliance with employment laws, labor regulations, and HR best practices.
- Drive initiatives to cultivate an inclusive and representative workforce.

Candidate qualifications

The qualified candidate will have a bachelor's degree in human resources, business administration, public administration, or a related field and at least 15 years of progressive human resources leadership experience, including at least 5 years of executive HR experience, preferably within a utility, government agency, or regulated industry.

A master's degree and a professional certification, such as SPHR, SHRM-SCP, and/or IPMA-HR Senior Certified Professional, are preferred.

Special requirements

The selected candidate must possess and maintain a valid driver's license and be able to travel for professional development and industry conferences.

To apply

Fayetteville Public Works Commission is partnering with PoliHire to identify its next Chief Human Resources Officer. Interested individuals are invited to submit a letter of interest and resume detailing their qualifications to CHRO_FPWC@polihire.com. Please include only your name (Last, First) in the subject line when submitting these materials.