



DIRECTOR OF TREATMENT FACILITY ENGINEERING

KISSIMMEE, FLORIDA





OUR ORGANIZATION

Born from the City of Kissimmee Utility Department, Toho Water Authority was established in 2003 to provide regional stewardship of water resources across Osceola County and surrounding areas. Today, Toho serves more than 175,000 connections, representing a service population of approximately 500,000 residents.

As a regional utility and trusted partner to our local governments, Toho provides water, wastewater and reclaimed water services throughout Osceola County—including the Cities of Kissimmee and St. Cloud—the Poinciana area of southern Osceola and northern Polk counties, and a small portion of southern Orange County.

With a nearly 700-person workforce, 24 major treatment facilities and nearly 4,800 miles of pipelines, Toho delivers the essential infrastructure that supports neighborhoods, enables economic development and protects the environment. Governed by a Board of 7 voting members with representation from our partner governments, Toho exists for one purpose: safeguarding water resources while serving our customers, community and regional partners.

And the work ahead is both complex and exciting.

Toho is advancing major projects across water supply, water reclamation and regional pipeline infrastructure. We are diversifying our portfolio of water supply solutions, strengthening system resiliency, and implementing strategies that respond to evolving regulations, emerging technologies and long-term environmental stewardship goals all while focusing on providing value to the communities that we serve. Our capital program is shaping the next generation of infrastructure for Central Florida.

As Chief Engineering Officer, you won't simply oversee capital projects—you will lead transformative investments that redefine how a growing region secures, treats and delivers one of its most essential resources.

OUR COMMUNITY

Toho serves a region where strong neighborhoods, vibrant communities and forward momentum come together.

Our region sits at the center of one of Florida's most dynamic areas—just south of Orlando and fully connected to the broader Central Florida economy.

Across the areas that we serve, from established neighborhoods to newly developing communities — families are building their lives in places that offer quality schools, attainable housing, active civic engagement and expanding economic opportunities. Downtown districts are thriving, small businesses are growing and new investment continues to reshape the landscape.

Location matters. Our region offers abundant local parks, recreation, dining and shopping, while also sitting just minutes from world-class attractions, within easy reach of Florida's beaches on both coasts and close to some of the state's most treasured natural environments. Major highways and regional infrastructure connect residents and businesses seamlessly to everything Central Florida has to offer—while maintaining the community's distinct character and identity.

This is a place that blends livability, access and opportunity.

ABOUT THE POSITION

The **Director of Treatment Facility Engineering** is a senior leadership role at Toho Water Authority, responsible for leading the engineering, design, and delivery of critical treatment facility infrastructure that advances the organization's operational, regulatory, and long-term strategic objectives. Reporting to the Chief Engineering and Construction Officer, this position provides strategic and technical leadership for major capital investments that deliver safe, reliable, and resilient utility infrastructure to one of Florida's fastest-growing communities.

This executive leader is responsible for the engineering and design of water treatment, wastewater treatment, reclaimed water, supplemental water supply, storage, pumping, and other critical utility facilities. Serving as Toho's senior technical authority for treatment facility engineering, the Director leads multidisciplinary engineering teams and provides technical leadership throughout project development, engineering, design, construction, commissioning, and operational startup, ensuring projects are delivered safely, efficiently, and in alignment with organizational priorities and operational needs.

Success in this role requires an accomplished leader who combines deep technical expertise with exceptional people leadership and collaboration. The Director develops and mentors high-performing engineering teams, builds trusted partnerships across Operations, Planning, Construction, the Program Management Office, consultants, contractors, and regulatory agencies, and fosters a culture of technical excellence, accountability, innovation, and continuous improvement.

This is an opportunity to lead transformational infrastructure investments that will serve one of the nation's fastest-growing regions for generations to come. The Director will shape Toho's future through engineering excellence, successful delivery of complex capital projects, development of the next generation of engineering leaders, and technical solutions that protect public health, strengthen resilience, and support sustainable growth.

HIGH PRIORITIES FOR THE POSITION

- **Lead the successful delivery of complex treatment facility projects** from planning and design through construction, commissioning, and operational startup.
- **Provide technical leadership across the project lifecycle**, ensuring engineering solutions meet operational, regulatory, budget, and quality expectations.
- **Serve as a trusted technical advisor** to executive leadership, regulatory agencies, consultants, and key stakeholders on strategic infrastructure initiatives.
- **Strengthen partnerships across Operations, Planning, Construction, PMO, Procurement, and Regulatory Affairs** to improve collaboration and project outcomes.
- **Drive engineering excellence** by establishing and maintaining engineering standards, design consistency, and technical best practices.
- **Advance Toho's long-term infrastructure strategy** by identifying future treatment capacity needs, mitigating risk, and supporting sustainable growth.
- **Build organizational capability** by mentoring engineers, developing future leaders, and fostering a culture of accountability, innovation, and continuous improvement.
- **Promote safe, reliable, and resilient infrastructure** through disciplined project execution, proactive risk management, and operational readiness.

CANDIDATE PROFILE

The ideal candidate is a respected engineering leader with deep technical expertise in the engineering, design, and delivery of complex water, wastewater, and reclaimed water treatment facilities. They are recognized as a trusted technical authority who combines sound engineering judgment with collaborative leadership, delivering innovative, resilient, and operationally effective infrastructure while developing high-performing engineering teams.

Successful candidates will demonstrate many of the following qualifications and characteristics:

- Bachelor's degree in Engineering from an accredited institution required; advanced degree preferred.
- Professional Engineer (P.E.) license in the State of Florida, or the ability to obtain Florida licensure through comity within six months of hire.
- Ten (10) or more years of progressively responsible engineering experience, including leadership responsibility for the engineering and design of complex treatment facility or other major utility infrastructure projects.
- Demonstrated technical expertise in treatment facility engineering, including water, wastewater, reclaimed water, pumping, storage, or related utility infrastructure, with the ability to guide critical engineering decisions and resolve complex technical challenges.
- Demonstrated success leading multidisciplinary engineering teams while mentoring and developing future technical and organizational leaders.
- Strong engineering and business judgment with the ability to balance technical performance, operational reliability, regulatory compliance, schedule, budget, and project risk.
- A collaborative leadership style with exceptional communication skills and the ability to build trusted partnerships across the organization and with consultants, contractors, regulators, and other key stakeholders.
- The ability to challenge conventional approaches and apply innovative engineering solutions while maintaining the discipline, reliability, and stewardship expected of a public utility.
- A commitment to technical excellence, continuous improvement, and delivering infrastructure that provides long-term value to the communities we serve.

OUR IDEAL CANDIDATE

The successful candidate will be a respected engineering leader who earns credibility through technical expertise, integrity, sound judgment, and a collaborative leadership style. They will inspire engineering excellence, develop high-performing teams, and champion innovative solutions while maintaining the reliability, resilience, and stewardship expected of a public utility. Most importantly, they will embrace the opportunity to shape the future of one of the nation's fastest-growing utilities by delivering complex infrastructure that protects public health, supports sustainable growth, and creates lasting value for the communities we serve.

COMPENSATION AND BENEFITS

Toho offers a competitive compensation package, including a salary range for this position of \$135,450 - \$193,523 commensurate with experience, skills, and qualifications of the successful candidate. The benefit package includes vacation leave, holiday pay, sick leave pay; a defined contribution retirement plan and retirement matching; medical, dental, and vision insurance, an onsite wellness center, life insurance, sick leave bank, professional development and employee discount programs.



HOW TO APPLY

Interested and qualified candidates are invited to submit their online application at

www.tohowater.com/careers

For more information, please contact:

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