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CLAYTON COUNTY WATER AUTHORITY



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MORROW, CLAYTON COUNTY, GEORGIA

Clayton County, Georgia, is a vibrant and strategically located community just ten miles south of downtown Atlanta. Home to nearly 300,000 residents across seven unique municipalities, Clayton offers a compelling blend of cultural diversity, economic vitality, and civic pride.



With its advantageous location in the heart of the Atlanta metropolitan area and proximity to the world’s busiest airport—Hartsfield-Jackson Atlanta International—Clayton is a place where ambitious leaders can thrive and make a lasting impact.

As a core county in the Atlanta region, Clayton is more than a gateway to the Southeast; it is a dynamic community where innovation, equity, and opportunity intersect. The County blends historical richness with forward-looking development, offering an ideal environment for public-sector professionals dedicated to transformative leadership and community engagement.





THE COMMUNITY

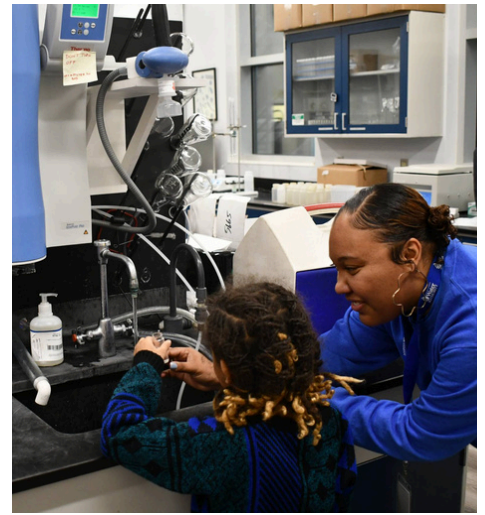
Clayton County is on the move. With key economic drivers such as Hartsfield-Jackson Atlanta International Airport, Delta Tech Ops, and FedEx Ground anchoring its economy, the County has cultivated a thriving logistics, transportation, and aerospace corridor. Global companies like Chick-fil-A, Kroger, and Amazon maintain a strong presence, bolstered by an expanding small business ecosystem and a growing entrepreneurial spirit.

Recent investments underscore Clayton's trajectory. The \$100 million Harvest Village development and the \$338 million MARTA transit expansion are transforming access, infrastructure, and livability throughout the County. These public and private sector initiatives reflect a deep commitment to modernization, equity, and inclusive economic growth. Clayton's rising median household income and infrastructure enhancements signal a strong foundation for continued success.

County leadership is proactive and future-focused, investing in capital improvements, digital transformation, workforce development, and sustainability initiatives. This collaborative governance model creates a fertile environment for executive leaders who are ready to innovate and shape policy for a new era of public service.

Clayton County is composed of seven municipalities, each with its own local government, character, and developmental focus. Together, they offer residents a range of lifestyle options and contribute to the County's overall strength.

THE COMMUNITY



The County is a vibrant mosaic of cities, each contributing uniquely to the County’s dynamic character. As the official county seat, Jonesboro stands out for its historic charm, revitalized downtown, and civic pride, offering walkable streets and an engaging cultural scene that honors its heritage while fostering growth. Forest Park, on the other hand, is rapidly transforming into an industrial and logistics hub, fueled by the redevelopment of the Fort Gillem Logistics Center and the presence of major employers like Kroger and Cummins. Riverdale complements this with its family-friendly focus, investing in public safety, housing, and economic development to nurture a thriving, inclusive community. Morrow, enriched by Clayton State University and the National Archives at Atlanta, serves as a cultural and educational center that emphasizes sustainability and lifelong learning. Meanwhile, Lovejoy, Lake City, and the Clayton portion of Hampton contribute to the County’s suburban tranquility—Lovejoy through residential expansion, Lake City via beautification, and Hampton by adding housing variety and rural charm to the County’s southern landscape.

What sets Clayton County apart is its strategic geographic positioning, offering immediate access to Atlanta, international air travel, and key logistics corridors. Its economy is robust, bolstered by global employers and forward-thinking public-private investments. The County prides itself on being one of Georgia’s most culturally diverse communities, strongly committed to equity and inclusion. All of this is enriched by a high quality of life, marked by green spaces, vibrant cultural institutions, and neighborhoods designed for families to flourish.



CLAYTON COUNTY WATER AUTHORITY

The Clayton County Water Authority (CCWA) plays a critical role in supporting the County’s infrastructure and environmental sustainability. The CCWA’s leadership team boasts a legacy of demonstrated success and operational excellence.

It maintains a manageable capital program supported by a Strategic Master Plan and financial funding strategies that guide long-term infrastructure and resource planning. The Authority is known for its strong operational and financial performance, consistent delivery of quality services, and numerous accolades, including multiple Georgia Association of Water Professionals (GAWP) Platinum and Gold Awards and recognition from the Government Finance Officers Association. These awards highlight the Authority’s commitment to financial accountability, water quality, community engagement, and innovation.

CCWA manages a high-capacity water and wastewater system with robust interconnections, storage capabilities, and treatment facilities. Notable projects include a \$158M biosolids plant, a \$480M advanced water treatment facility, the \$195M W.B. Casey WRF capacity upgrade, and a \$129M improvement initiative for the Shoal Creek WRF.



CLAYTON COUNTY WATER AUTHORITY

Community outreach and environmental stewardship are cornerstones of the organization’s mission. Initiatives include wetlands conservation, public education through signature events like the Rivers Alive Stream Cleanup, and programs such as “Tap on the Go” and facility tours to engage and educate the public.

The Authority’s stable and diverse customer base spans sectors from government to manufacturing, underscoring its broad service footprint and dedication to community well-being.

Clayton County and CCWA together represent a model of coordinated growth, sustainability, and innovation. They deliver essential services while strategically preparing for future development.

Mission

Providing quality water and quality services to our community. Despite having limited surface or ground water supplies available, the Water Authority has developed a truly sustainable water supply through the utilization of treatment wetlands for the recycling of treated wastewater.

Core Values

- Customer & Community Focused
- Excellence
- Integrity
- Great Place to Work

Vision

Utilizing Innovation to Provide Industry-Leading Service for Our Community. Clayton County is situated just south of Atlanta, Georgia with Atlanta Hartsfield Jackson International Airport located in the very northern part of the County. The county is one of Georgia’s smallest counties in terms of land size with an area of only 143 square miles.



CCWA LEADERSHIP

CCWA is overseen by a seven-member Water Authority Board, appointed by the County’s Board of Commissioners. Board members serve staggered five-year terms to ensure continuity, with no more than two new members rotating in during any given year. This governing body holds significant influence, as all officers—including the Chairman, Vice-Chairman, and Secretary-Treasurer—serve at the pleasure of the Board. The Chief Executive Officer, responsible for daily system operations, is also employed by and reports directly to the Board, ensuring strong oversight and alignment with community priorities. The Engineering Director will oversee multiple teams, including Project Managers, Project Engineers, the Surveying Group, Construction Services Group, Data Scientists (with an IT focus), Power, and GIS/Integration.





THE POSITION

Engineering Director, Clayton County Water Authority

Position Summary

The Engineering Director plays a pivotal leadership role at the Clayton County Water Authority (CCWA), responsible for overseeing and directing capital investments in the Authority's water, wastewater, and stormwater systems, including treatment facilities and distribution infrastructure. This position is critical to ensuring the long-term sustainability, reliability, and efficiency of CCWA's utility services. Over the coming years, CCWA anticipates investing more than \$1 billion in infrastructure improvements, including significant upgrades to aging pipelines, advanced water treatment facilities, water reclamation facilities, stormwater systems, and other essential assets

Leadership

As a member of the Leadership Team, the Engineering Director reports directly to the Chief Administrative Officer and collaborates closely with all departments within the Authority. The Director provides expert guidance and strategic input to ensure that infrastructure investments are both technically sound and financially prudent—delivering maximum value to ratepayers while safeguarding environmental compliance and operational excellence. A central focus of this role is to lead the Program Management and Engineering Department, hiring and managing a skilled internal team and external consultants and contractors to deliver high-quality projects on time and within budget.

THE POSITION

Engineering Director, Clayton County Water Authority

Project Execution

The Director is tasked with the planning, design, and construction of all capital projects and must ensure that policies, procedures, and project delivery systems are optimized for performance, transparency, and efficiency. CCWA's success depends on a forward-thinking and deliberate engineering approach, and the Director must embody those values through data-driven decision-making, risk management, and an unwavering commitment to public service.

Capital Improvement

In addition to project execution, the Engineering Director plays a key role in the development and management of the Authority's annual capital improvement budget, aligning departmental priorities with organizational goals. The Director is expected to clearly articulate complex engineering and technical issues in ways that support informed decision-making by senior leaders and the CCWA Board of Directors.

Key Representative

Externally, the Engineering Director serves as a key representative of CCWA, engaging with community members, business owners, regulatory agencies, municipal partners, and other stakeholders. The ideal candidate will be a collaborative communicator with the ability to build trust, provide insight, and advocate for infrastructure strategies that balance technical feasibility, financial stewardship, and community benefit. This is an opportunity for an experienced engineering leader to shape the future of a vital public utility—supporting Clayton County's continued growth while delivering sustainable, cost-effective water infrastructure solutions for decades to come.



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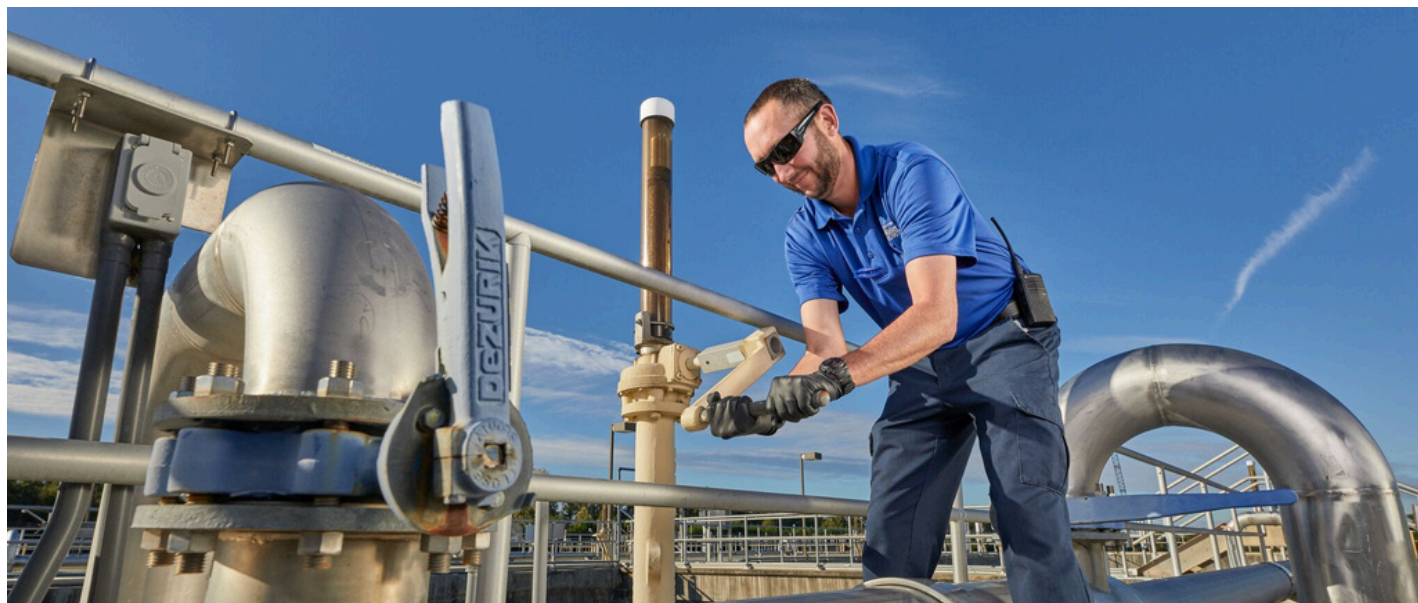
The Ideal Candidate

- Excellent communicator with the ability to translate technical concepts for non-technical audiences
- Visionary and future-forward thinker with a strategic mindset
- Effective at partnering with and supporting other departments across the organization
- Embraces a servant leadership approach that fosters employee growth and well-being
- Cares about the whole person, not just the role—demonstrates empathy and team care
- Seeks to create and maintain a collaborative and respectful work environment
- Comfortable in executive and management settings, with the ability to read the room and adjust their style accordingly
- Strong delegation skills and trust-building abilities that empower team members
- Engages visibly in the field—shows up, invests, and interacts with staff on the ground
- Involved in hiring and monitoring the development of direct reports
- Able to collaborate, negotiate, and build relationships across organizational levels
- Dedicated to fostering a culture of trust, engagement, and relationship-building
- Contributes to a family-oriented atmosphere with a strong community and a people-focused approach
- Supports a learning environment that encourages leadership development and staff advancement
- Energetic presence with an ability to make the organization a great place to work
- Active listener



THE POSITION

Engineering Director, Clayton County Water Authority



Key Challenges

- Ensure utility is meeting all new regulatory requirement deadlines (examples: PFAS, Lead and Copper, etc.).
- Partner with the CFO to develop the financial plan for the \$1B plus planned projects.
- Define and implement an asset management plan for vertical and linear assets.
- Recruitment of vacant positions (Sr. Manager of Strategic Planning and Program Management and Asset Manager).

Key Opportunities

- Participate in the design and development of an advanced water treatment facility.
- Support the completion of a new biosolids facility.
- Implement business intelligence throughout the utility to support decision-making.
- Develop a plan to support future capacity needs, including plant expansions, fee structure, etc.
- Develop a succession plan for key positions.

THE POSITION

Engineering Director, Clayton County Water Authority

Qualifications

- Bachelor's degree in Civil Engineering or a related field; ten (10) years of related work experience in planning, designing, and constructing water, sewer, and stormwater systems, including lead or supervisory experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.
- Must be able to demonstrate proficiency in the performance of the essential functions and learn, comprehend, and apply all CCWA or departmental policies, practices, and procedures necessary to function effectively in the position.
- A strong understanding of local, state, and federal regulations related to engineering and environmental compliance.
- Demonstrated ability to procure, manage, and oversee engineering consultants—including contract negotiation, scope development, and performance evaluation.
- Capability to develop and implement strategic plans, budgets, and policies.
- Proven ability to manage multiple concurrent projects with competing deadlines and diverse stakeholder demands.
- Experience with data-driven decision-making, asset management, and technology integration.

Required Licenses/Certifications

- Valid Georgia driver's license
- Professional Engineer (PE)

Preferred Education

- Master's degree in Civil Engineering or related field



THE POSITION

Engineering Director, Clayton County Water Authority



Compensation & Benefits

The salary range for the Engineering Director position will be **\$170,000 - \$190,000**, commensurate with experience.

- **Pension:** 21.5% employer contribution / 7.5% employee contribution; vested after 10 years.
- **Vacation:** 4 hours biweekly accrual; biennial anniversary bonus of 8 hours every 2 years up to 12 years; annual Vacation Plus accrual increasing by 8 hours every 2 years (max 48 hours at 12 years).
- **Sick Leave:** 4 hours biweekly accrual; 25% payout at max accumulation, remainder to catastrophic leave.
- **Other Benefits:** Comprehensive package including health insurance, retirement investments, and potential relocation expenses for qualified candidates. Click here for the [2025 benefit guide](#).
- **Relocation:** Potential assistance with relocation expenses to support transition.

Background and Credit Checks

The finalists for the position will undergo background and credit checks that may include:

- Criminal Records
- Driving Records
- Education Completion
- Personality Profile Assessments

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