



Submit resume and cover letter to:

Northern Water, 220 Water Ave.

Berthoud, CO 80513

Email Preferred: careers@northernwater.org

Posted: AJ

By: 9/1/26

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By:

Water Strategy Specialist

Division/Department: Engineering Division/Water Supply Planning and Protection

Reports to: Water Supply Planning and Protection Department Manager

Location: Berthoud, CO

Type of Position: Full-time

Status: Exempt

Hiring Range: \$147,906 - \$162,501

GENERAL STATEMENT

The Water Strategy Specialist is responsible for leading, participating, and advising on advanced-level work activities for Northern Water and the Subdistrict. This position will be responsible for executing projects, programs, and initiatives of high complexity that may be time critical, strategically significant, politically sensitive, or otherwise require advanced-level critical thinking, technical expertise, and project management experience. The Water Strategy Specialist will work closely with senior management and key staff to address issues of local, regional, or statewide significance, with an emphasis on base water supply protection, regional water collaboration, water resource planning, and protection & development of District, Subdistrict, and Northern Integrated Supply Project (NISP) water rights. The position will also be responsible for developing and overseeing technical assistance programs, advancing new and modified policies for Board approval, and working closely with water users throughout Northeastern Colorado in pursuit of regional water security.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Oversees, leads, and coordinates major projects, initiatives, or efforts that may be time-sensitive, politically sensitive, or require advanced levels of critical thinking, problem solving, stakeholder involvement, or business acumen.
- Provides water resource engineering and subject matter expertise to support Northern Water and Subdistrict projects, policies, water supply development, water efficiency, and drought planning efforts.
- Works closely with the Department Manager and Senior Leadership to develop and implement water strategies that protect and advance the interests of Northern Water, the Subdistrict, and the NISP Enterprise.

Water Preservation Activities

- Oversees or participates in projects, efforts, and initiatives led by Northern Water and/or its partners to preserve water resources for the continued benefit of Northeastern Colorado.

- Researches and develops appropriate tools and methods to protect base water supplies.
- Oversees studies to understand the economic, social, and environmental impacts of base water supplies being removed for use outside of District Boundaries.
- Works with water users, economic development agencies, chambers of commerce, elected officials, and other key stakeholders to proactively identify potential impacts of loss of base water supplies from local communities. Develops mitigation strategies to prevent, offset or minimize impacts.
- Provides engineering support for Northern Water and Subdistrict projects to protect District and Subdistrict water rights, ensures that CBT water is not transferred or used outside of the District boundaries and that CBT return flows are protected and accounted for properly.

Water Resource Planning & Technical Assistance

- Leads or participates in water resource planning studies, with a focus on improving understanding of regional water supplies and demands, water supply risks, water system operations and yields, water rates, effects of new policies and regulations, and related issues.
- Provides technical review and comment on water planning studies, comprehensive plans, water master plans, water supply elements, and other related documents.
- Develops and implements supply-side technical assistance and grant programs.
- Provides input on water allotment contract transfers, cap calculations, water commitments, land use referrals, and related matters.
- Provides review and comment on water-related legislation.
- Provides public comment and testimony to local, state, and federal planning processes, as appropriate.
- Presents to Northern Water's Board of Directors.
- Assists in developing content and messaging involving regional water issues, water supply management, regional collaboration, base water supply protection, and general water education.
- Assists in the development and delivery of water education and communication materials.
- Works with Northern Water and legal staff to recommend new or modified policies for Board approval.
- Leads or participates in cross-functional teams from across the organization to research, plan, and prepare materials for Board presentation and approval involving new or modified policies, contracts and agreements, new projects and initiatives, and related matters.
- Coordinates stakeholder outreach efforts with allottees, water users, and other interested parties involving new or modified policies, water supply planning, technical assistance programs, and other water-related issues of regional importance.
- Provides technical assistance to support Northern Water efficiency planning, programs, and initiatives.
- Oversees the preparation, verification, and quality control of presentations, information requests, management memos, white papers, comment letters, and other strategic communications and documentations.

Regional Water Collaboration & Negotiations

- Develops and manages relationships with staff and leadership from other water agencies; local, state, and federal agencies; C-BT allottees; non-governmental organizations; and elected officials.
- Serves as Northern Water's representative to certain local, state, and federal planning processes.

- Participates in local, regional, and statewide water meetings, stakeholder groups, and planning studies to protect and advance Northern Water, Subdistrict, and Northeastern Colorado interests.
- Serves as Northern Water's representative on boards and committees of strategic and operational importance.
- Leads or facilitates public meetings and stakeholder engagements.
- Participates in or leads water-related negotiations involving contracts, decrees, and agreements in coordination with senior management and legal staff.
- Reviews, interprets, summarizes, and advises on agreements, contracts, decrees and permits.
- Provides support to Windy Gap and NISP participants, as requested.

Water Rights Protection & Development

- Protects, develops, and defends Northern Water and Subdistrict water rights and operations through involvement in the Water Court process, as well as through other public policy and stakeholder forums.
- Provides strategic advice and consultation to Northern Water staff on water rights applications, diligence, and objector cases.

Project Management & Operations Support

- Coordinates between Engineering and Operations Divisions to foster two-way communication, verify that operational considerations are properly accounted for in planning and water rights projects, and ensure operational data and inputs are timely and accurate in planning studies.
- Plans, directs, and organizes cross-organizational teams and workgroups from within Northern Water.
- Develops, coordinates, and implements water and business strategies in support of the General Manager, Division Directors, and Department Managers.
- Reviews and develops statements of work and requests for proposals. With the assistance of others internal to Northern Water, procures and manages contracts with outside consultants, as appropriate.
- Assists in developing business plans, schedules, and work plans for major projects and initiatives.
- Assigns and directs work of professional and technical personnel and consultants, provides technical guidance and quality control checks.

OTHER DUTIES AND RESPONSIBILITIES

- Other duties as assigned.

EDUCATION AND EXPERIENCE REQUIREMENTS

Education

- A Bachelor's Degree in Engineering, Project Management, Natural Resource Management, Business, or similar field is required.
- A Master's Degree in Engineering or similar field is highly desirable.

Experience

- Candidates must have at least 10 years' experience with water in Colorado and the Western United States. Experience with water resource planning, water rights protection and development, policy development and implementation, negotiation and administration of contracts and agreements, stakeholder engagement, and

Preferred Experience:

- Over 15 years of progressive experience working on complex water issues, including specific knowledge and experience with public works, water utility management, ditch company operations and management, project permitting, planning and advancing water infrastructure projects, agricultural water use and business practices, and water use efficiency is highly desirable.
- Experience working with elected officials, boards of directors, and senior leadership of water agencies is also highly desirable.

LICENSE, CERTIFICATE AND CREDENTIAL REQUIREMENTS

- Registration as a Professional Engineer in the State of Colorado (or equivalent professional certifications) is highly desirable.

KNOWLEDGE, SKILLS AND ABILITIES

- Advanced general knowledge in the fields of Colorado water law and water rights, agreement and contract administration, water resource planning, interstate compacts, and water use efficiency
- Advanced knowledge and understanding of water resource management in Northeastern Colorado, including general understanding of water system portfolios, business operations, water system infrastructure and operations, water rates and dedication policies, and other relevant information pertaining to Northern Water allottees, Subdistrict Participants, NISP Project Participants, and other water users.
- Ability to lead project teams and work effectively across and throughout Northern Water.
- Experience preparing materials and presenting in front of elected officials, boards of directors, and stakeholder groups.
- Strong ability to deal with ambiguity and complexity and manage multiple tasks concurrently.
- Skills and experience communicating with, advising, and providing recommendations to upper management and executive leadership.
- Strong negotiation skills and ability to develop and maintain relationships with staff, senior leadership, and board members/elected officials from other local, state, and federal agencies.
- Critical thinking and analysis.
- Advanced technical writing.
- Communicating and using interpersonal skills at all levels within and external to the organization, including with the general public.

PHYSICAL REQUIREMENTS

- Must be capable of working both in an office setting and in the field.
- Requires walking and climbing stairs daily.
- Requires sustained operation of keyboard devices.
- Requires prolonged sitting, standing, and walking in performance of daily duties.
- Requires ability to lift, drag, or push boxes, paper and documents weighing up to 25 pounds.
- Must be able to meet the physical requirements of a post job offer physical examination.

Reasonable accommodations will be made to enable qualified individuals with disabilities to perform the essential functions of the job.

OTHER REQUIREMENTS

- The applicant may be required to travel away from Northern Water's Headquarters on a regular basis and sometimes for multiple days.

- Maintains a personal appearance appropriate for job position and image of Northern Water.

This job description in no way states or implies that these are the only duties to be performed by this employee.

Northern Water provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, veteran status or other legally protected characteristics. Northern Water complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Northern Water also prohibits any form of workplace harassment in accordance with these laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.