

JOB OPENING

City of Covington

Electric Utility Superintendent (Department Head)

The City of Covington Electric Department is seeking a well-rounded, hard-working, self-motivated leader to manage our team as the full time Superintendent (Department Head). This position manages and oversees department field, customer service, technical and administrative operations and supervises staff responsible for the delivery, maintenance and service of electricity to customers, coordinating long-term and strategic planning for the growth and overall sustainability of the Department. The ideal candidate should have a strong leadership and management experience, excellent problem-solving skills, be motivated to serve others and enjoy working in a fast-paced environment. This position is appointed by the Mayor and reports directly to the Mayor.

Essential Duties/Skills/Responsibilities

- Manages the overall operations of the Electric Department.
- Ensures operations are in compliance with all City ordinances/policies and applicable Federal, State, Municipal statutes, guidelines, rules regulations and public utility principles/practices.
- Represents the City's interests in overseeing and evaluating consultant recommendations and monitor work performed by outside firms.
- Executes leadership, oversight and supervision responsibilities over Electric Department leadership and staff.
- Creates a culture of accountability and excellence, providing motivation and performance feedback, recognizing contributions and encouraging staff training and development.
- Selects and supervises employees within the Department.
- Attends meeting as needed and responds to questions and complaints from the public.
- Requires a person of high integrity with excellent communication and interpersonal skills with a proven track of leadership.
- Follows all City of Covington policies and procedures in addition to all local, state and federal standards, regulations and safety rules.
- Works safely in a team environment.

Qualifications

- Knowledge of all aspects of electric utility.
- Proven knowledge in planning, operations, construction practices used in design, engineering and construction of electric distribution systems.

- Familiar with federal, state and local laws, codes and regulations including laws and regulations related to electric utility systems.
- Ten (10) years line working experience in electric utility systems.
- Six (6) years in a management supervisory capacity.
- A combination of equivalent education and experience likely to provide the required knowledge, skills and abilities may be considered.
- Must possess a valid Indiana Driver's License and acceptable driving record and CDL A or B.

Benefits

- Paid vacation, personal days and holiday pay, health insurance, life insurance and SEP/IRA.
- Salary range: \$75,000 - \$110,000, depending upon training and experience.

Interested candidates can apply in person at the Covington City Building at 329 Washington Street, Covington, IN 47932; or resumes and applications can be emailed to citycov@covingtonin.net.

***Applications must be received by May 19, 2023 4:00pm**

APPLICATION FOR EMPLOYMENT

We are an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, handicap or national origin.

PERSONAL INFORMATION

				Date
Name				
	Last	First	Middle	
Present Address				
	Street	City	State	Zip
Permanent Address				
	Street	City	State	Zip
Phone No.				
Referred By		Are you 18 years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No		

Last
First

EMPLOYMENT DESIRED

Position	Date You Can Start	Salary Desired
Are You Employed Now? <input type="checkbox"/> Yes <input type="checkbox"/> No	If So May We Contact Your Present Employer? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Ever Applied to this Company Before? <input type="checkbox"/> Yes <input type="checkbox"/> No	Where?	When?

Middle

EDUCATION

Name and Location of School	Circle Last Year Completed	Did You Graduate?	Subjects Studied and Degree(s) Received
High School	1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
College	1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Trade, Graduate, Business or Correspondance School	1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	

GENERAL

Subjects of Special Study of Research Work

Job Related Skills (computer, driver's license certifications, etc.)

EMPLOYMENT HISTORY List below your last four employers, starting with the last one first.

Date Month and Year	Name and Address of Employer	Phone Number	Supervisor	Salary (upon leaving)	Position	Reason for Leaving
From						
To						
From						
To						
From						
To						
From						
To						

REFERENCES List below three persons not related to you, whom you have known at least one year.

Name	Address	Phone Number	Position	Years Acquainted
1				
2				
3				

If you are to be hired by the company, you will be required to attest to your identity and employment eligibility, and to present documents confirming your identity and employment eligibility. You cannot be hired if you cannot comply with these requirements.

AUTHORIZATION

I certify that the facts contained in this application (and accompanying resume, if any) are true and complete to the best of my knowledge. I understand that any false statement, omission, or misrepresentation on this application is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by the Company.

I understand that any employment is conditioned on a background check. I authorize the Company to thoroughly investigate all statements contained in my application or resume, and I authorize my former employers and references to disclose information regarding my former employment, character and general reputation to the Company, without giving me prior notice of such disclosure. In addition, I release the Company, any former employers and all references listed above from any and all claims, demands or liabilities arising out of or related to such investigation or disclosure.

I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be "at will" and without fixed term, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or the Company. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon the Company unless made in writing by an authorized Company representative.

If I am offered employment I agree to submit to a medical examination and drug test, if required, before starting work. If employed, I also agree to submit to a medical examination or drug test at any time deemed appropriate by the Company and as permitted by law. I consent to such examinations and tests, and I request that the examining doctor disclose to the Company the results of the examination, which results shall remain confidential and segregated from my personnel file. I understand that my employment or continued employment, to the extent permitted by law, is contingent upon satisfactory medical examinations and drug test, if required, and if I am hired a condition of my employment will be that I abide by the Company's Drug and Alcohol Policy.

I understand that acceptance of this form does not indicate there is a position open and does not obligate the Company to hire. If hired, I agree to abide by all Company work rules, policies and procedures. The Company retains the right to revise its policies or procedures, in whole or in part, at any time.

Date

Signature