MYCOFF FRY

Huntsville Utilities
ELECTRICITY • NATURAL GAS • WATER



Huntsville Utilities seeks an experienced, strategic, and collaborative utility executive to serve as its next Vice President, Natural Gas and Water. Reporting directly to the Chief Operating Officer, this individual will oversee natural gas distribution, water supply and treatment, water distribution, engineering, construction, operations, maintenance, regulatory compliance, and capital investment. The Vice President will be responsible for sustaining safe, reliable, and financially sound utility services while preparing both systems for continued regional growth.

Huntsville Utilities is a municipally owned provider of electricity, natural gas, and water serving one of the Southeast's fastest-growing economic regions. Substantial residential development, expanding commercial and industrial activity, and continued growth associated with Huntsville's aerospace, defense, and technology sectors are creating increasingly complex infrastructure requirements. The organization is realigning engineering and operations to strengthen accountability, technical leadership, productivity, and coordination across its operating divisions.

The water system represents a particularly significant leadership responsibility. Drawing much of its supply from the Tennessee River, Huntsville Utilities operates a complex network of treatment facilities, pumping stations, storage tanks, pressure zones, and distribution infrastructure serving varied terrain and an expanding geographic area. Continued development, including growth into more distant service areas, requires substantial capital investment. Balancing new capacity, aging infrastructure replacement, debt obligations, customer affordability, and long-term financial sustainability will be among the Vice President's most important challenges.

Huntsville Utilities developed strong technical capabilities within its water organization and maintains an established commitment to water quality and regulatory compliance. The next Vice President will build upon these strengths in the areas of capital prioritization, infrastructure planning, operational efficiency, and coordination between engineering and field personnel. Major initiatives include distribution expansion, treatment plant improvements, and advanced metering technologies intended to improve analytics, customer information, and system performance.

Natural gas presents a different but equally important set of strategic considerations. Although the smallest of Huntsville Utilities' three traditional utility businesses, natural gas is an important contributor to the organization's financial performance and regional economic development. Capacity and supply availability during extreme winter conditions are ongoing concerns, while industrial growth is creating additional requirements. Huntsville Utilities is also participating in discussions concerning a potentially significant regional natural gas transmission pipeline. This initiative remains developmental but could have important implications for long-term supply capacity and regional infrastructure.

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The Vice President will partner with peers in gas purchasing and supply considerations and oversee distribution reliability, system expansion, infrastructure replacement, regulatory compliance, and risk management. The position also includes responsibility for supporting gas and water operations at Redstone Arsenal through an intergovernmental support agreement, adding a distinctive customer relationship and operating environment.



The organizational realignment provides an opportunity to strengthen cooperation between two established operating groups. Gas and water personnel already share facilities and certain resources, creating a foundation for further coordination and efficiency considerations. The next Vice President will be expected to respect the technical strengths of both disciplines while establishing clear performance expectations, improving work processes, identifying opportunities for shared resources, and developing capable future leaders.

Huntsville Utilities emphasizes **Do What's Right, Build Community, and Get Better Every Day** as its core organizational values. Its employee value proposition highlights the importance of providing essential services that support community growth, alongside a commitment to professional development, continuous learning, and employee well-being. The successful candidate will demonstrate these principles through ethical judgment, effective stewardship, employee engagement and investment, and a consistent focus on results.

CONDITIONS AND REQUIREMENTS

Ideal candidates will demonstrate the following:

- Significant management experience in natural gas or water utilities, with strong technical and operational credibility.
- Demonstrated success leading engineering, field operations, maintenance, capital construction, and infrastructure improvement programs.
- Experience with water treatment and distribution, natural gas distribution and supply, or closely related utility operations.
- Strong financial judgment involving capital planning, infrastructure replacement, growth-related investment, and operating budgets.
- An established commitment to safety, regulatory compliance, risk management, and reliable service.
- Proven ability to develop technical professionals, build effective management teams, and strengthen organizational accountability.
- Experience improving engineering and operations coordination, business processes, performance measurement, and resource utilization.
- Strong communication, stakeholder-management, analytical, and executive leadership capabilities.

Candidates must possess a bachelor's degree in civil engineering, mechanical engineering, a related science, or business discipline and at least ten years of progressive management experience in either the natural gas or water utility industry. A master's degree and professional engineering license are preferred. Experience with Alabama Department of Environmental Management or applicable public service commission requirements is desirable.

Direct experience in both gas and water would be advantageous but is not required. Huntsville Utilities places considerable importance on executive leadership, sound technical judgment, the ability to manage experienced professionals, and a demonstrated record of organizational accomplishment.

The position is based in Huntsville and requires regular on-site leadership and availability during system emergencies. The successful candidate should be visible throughout the organization, engage effectively with technical and field employees, and establish a culture of collaboration, accountability, and continuous improvement.

HUNTSVILLE UTILITIES PROFILE

Huntsville Utilities (HU) is a municipally owned utility providing essential electric, natural gas, and water services to Huntsville, Alabama, and surrounding communities. Serving one of the Southeast's most dynamic and rapidly growing regions, HU plays a critical role in supporting residential expansion, economic development, and a substantial aerospace, defense, technology, and industrial presence. The organization is navigating the challenges of sustained growth, increasing infrastructure demands, capital investment requirements, and evolving customer expectations while maintaining its commitment to reliability, affordability, safety, and financial stewardship. With an emphasis on organizational effectiveness, workforce development, and continuous improvement, HU is positioning itself to meet the community's changing needs well into the future.



Natural Gas

- Customers: 64,544 (2025).
- Distribution system: 1,650 miles of natural gas pipelines.
- Annual consumption: Approximately 7.5 billion cubic feet (BCF).
- Service territory: Madison and Limestone counties.
- Infrastructure: Distribution pipelines, gate stations, measurement and control facilities, and corrosion protection systems.
- Gas supply: Manages transportation, storage, purchasing agreements, and gas supply contracts.
- Strategic focus: Pipeline capacity, supply reliability, infrastructure replacement, and potential regional gas transmission expansion.

Water

- Customers: 107,245 (2025).
- Distribution system: 1,452 miles of water mains (2025).
- Annual water pumped: 19.8 billion gallons (2025).
- Peak daily demand: 80.7 million gallons (August 2024).
- Water sources: Tennessee River/Guntersville Lake and underground limestone aquifers.
- Treatment facilities: Three surface water treatment plants (South Parkway, Southwest, Southeast), Lincoln-Dallas groundwater treatment facilities, and Williams Well.
- System capacity: 120 MGD for surface water plants and 9 MGD for ground water plant.
- Major investment: $30 million South Parkway Water Treatment Plant rehabilitation.
- System growth: 29 miles of additional water mains in 2025.

Electric

- Customers: 231,862 (2025).
- System: Approximately 5,079 miles of overhead and underground distribution lines (2025).
- Power supply: Primarily Tennessee Valley Authority (TVA).
- Annual energy purchases: 5.80 billion kWh (2025).

- Peak demand: 1,594 MW (January 2025).
- Infrastructure: Transmission and distribution substations, SCADA, automated metering, and an expanding distribution system.
- Major investments: Substation construction, voltage upgrades, and a new storm-hardened Electric Operations Center.
- Reliability: APPA Reliable Public Power Provider (RP3) Diamond designation.

Fiber

- Ownership: Huntsville Utilities owns and operates municipal fiber infrastructure.
- Primary commercial relationship: GFiber (formerly Google Fiber), which leases infrastructure to deliver broadband services.
- Business model: Dark fiber leasing, lit fiber services, commercial contracts, and network infrastructure management.
- Network purpose: Broadband access, electric utility communications, smart-grid capabilities, and economic development.
- Operations: Fiber design, construction, maintenance, network reliability, and service-level agreements.
- Network mileage: 1,316 route miles of fiber optic cables.

Website: https://www.hsvutil.org/

BENEFITS AND RELOCATION INFORMATION

Huntsville Utilities offers competitive compensation and a comprehensive benefits program that includes medical, dental, and vision insurance; life and disability coverage; pension and retirement savings opportunities; paid leave; wellness resources; and access to an employee health clinic. Professional development includes tuition assistance, technical training, apprenticeship programs, and leadership development opportunities. Relocation assistance is available. The position is not remote, and a strong on-site presence is expected. There is no formal residency restriction, although residence within the service area is preferred.

HUNTSVILLE, ALABAMA (AND SURROUNDING REGION)

Known as the Rocket City, Huntsville combines a substantial aerospace, defense, engineering, and technology economy with an expanding residential and commercial community. Redstone Arsenal, NASA's Marshall Space Flight Center, Cummings Research Park, and a growing manufacturing and technology sector contribute to a highly educated workforce and continued regional development. The area offers outdoor recreation at Monte Sano State Park and nearby lakes, cultural amenities, a growing downtown, and a broad range of residential communities.

Additional information about the area is available through:

- Huntsville/Madison County Chamber: https://hsvchamber.org/
- City-Data – Huntsville: https://www.city-data.com/city/Huntsville-Alabama.html
- Huntsville Convention & Visitors Bureau: https://www.huntsville.org/
- City of Huntsville: https://www.huntsvilleal.gov/

RECRUITMENT TIMELINE

- Resumes preferred by November 20
- Semi-Finalist virtual interviews completed by December 18
- Finalist interviews on-site completed by January 15
- Successful candidate begins employment within the first quarter of 2027

CONTACT INFORMATION AND RESUME SUBMITTAL (PDF PREFERRED)

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