



# CHIEF EXECUTIVE OFFICER

## Alexandria Renew Enterprises



# THE STORY OF ALEXRENEW

The City of Alexandria, Virginia, Sanitation Authority — doing business as Alexandria Renew Enterprises or “AlexRenew” — was created in 1952 to build, operate, and maintain a new sewage treatment system to serve the City and parts of Fairfax County. It was the first Authority in Virginia, created under the Virginia Water and Waste Authorities Act. At that time, the Potomac River was choked with raw sewage, which posed a severe health threat to the community.

In 1953, Fairfax County signed an Interjurisdictional Agreement (IJA) with the Authority for wastewater treatment of its areas closely bounding Alexandria, providing a regional solution for wastewater treatment. The Authority’s water resource recovery facility, pump stations, and interceptors began operations in July 1956.

In the late 1960s, the City, AlexRenew, and Arlington signed an IJA that provided treatment of City wastewater in the northwest quadrant of the City by Arlington’s wastewater treatment plant. AlexRenew is the fiduciary agent for the City in this arrangement.

From the very beginning, AlexRenew was a solution, a mission, and a commitment. What began as a goal to reduce water pollution in the Potomac River turned into a focused effort to greatly improve water quality over time and evolved into a lifetime promise to the community of Alexandria to provide a public health and water environment benefit.



# ALEXRENEW TODAY

On Earth Day 2012, the Alexandria Sanitation Authority adopted a name change to Alexandria Renew Enterprises (AlexRenew) to embrace its service as a water resource recovery facility for Alexandria.

AlexRenew has become an anchor institution in the City by seeking multiple benefits as it invests in needed infrastructure to solve all manner of water-environment-related issues. From a LEED Platinum shared-space office building to award-winning communications through hands-on water learning to integrating water infrastructure with open spaces — like a soccer field and promenade — AlexRenew makes its customers' investment in water infrastructure visible, touchable, and sustainable for everyone to enjoy while enabling waterways to stay healthy and thrive.

Looking to the future, AlexRenew will continue to be the anchor that leads the creation of healthy waterways for Alexandria. This will require that AlexRenew continue to excel in its five outcome areas.

## ALEXRENEW FAST FACTS

**300,000**  
people served in Alexandria and beyond

**34**  
acres on which the treatment site sits

**38 MILLION**  
gallons of water cleaned each day

**110**  
AlexRenew employees

**\$1 BILLION**  
Dollar Value of wastewater assets

**AAA**  
AlexRenew's equivalent bond rating

## STRATEGIC OUTCOMES FOR AN EXPANDED 2040 VISION



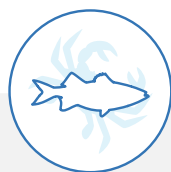
### Operational Excellence

100% compliance with all imposed mandates through continuous improvement efforts



### Public Trust

Transparency in all public interactions



### Watershed Stewardship

Sustainability and resiliency integrated into our activities through effective partnerships



### Adaptive Culture

All employees continue to be accomplished water professionals



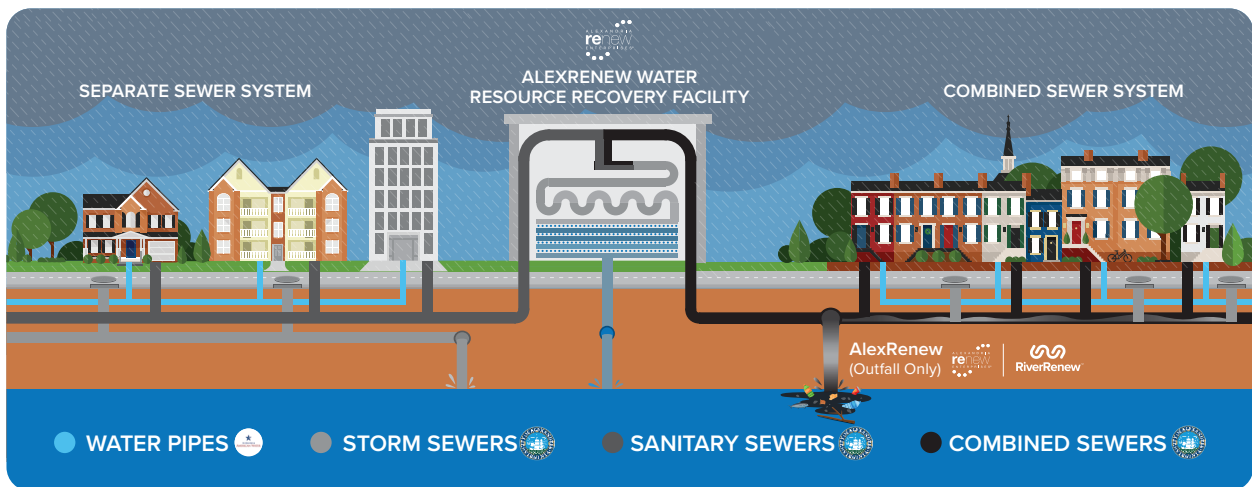
### Effective Financial Stewardship

Provides water resource recovery services in a cost-effective and efficient manner

# THREE ENTITIES, ONE WATER.

Alexandria's water is managed by three distinct entities: Virginia American Water, the City of Alexandria, and AlexRenew.

Virginia American Water is responsible for water coming into local homes and businesses, and the City of Alexandria operates and maintains the sewer pipes that take water out. AlexRenew is responsible for the larger interceptors and pumping stations that connect these pipes to our Water Resource Recovery Facility, improving local waterways by treating the City's wastewater and continually investing in water quality projects.



## CURRENT MAJOR CAPITAL IMPROVEMENT PROJECTS

Each year, AlexRenew invests around \$50 million to improve the health and quality of our waterways. AlexRenew's FY2023 budget includes a capital outlay of approximately \$165 million. This includes funding for: the RiverRenew Tunnel Project, which is currently under construction; secondary settling tank refurbishment, which is under design; and human machine interface upgrades.

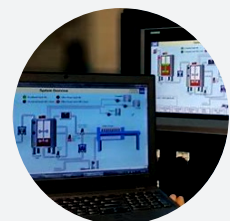
RiverRenew Tunnel System Project



Secondary Settling Tank Refurbishment



Human Machine Interface Upgrades



# ABOUT THE CEO

AlexRenew is a public body and an independent political subdivision of the Commonwealth of Virginia. Alexandria City Council appoints the organization’s five-member volunteer citizen board. The Board of Directors sets the vision and strategic outcomes at regular intervals and hires the CEO. The CEO reports to the board and maintains close working relationships with City staff and local community groups.

**The CEO leads the approximately 115-member team of wastewater professionals in executing the organizational strategies in their day-to-day work.**

**25**

**Licensed Wastewater  
Operators**

**11**

**Certified Maintenance  
Technicians**

**7**

**Electrical  
Journeymen**

The next CEO will oversee exciting initiatives that will ensure AlexRenew delivers on its commitments to serve the community and protect the watershed.

At the organizational level, the next CEO will oversee a well-qualified and motivated workforce with public service values. They will continue to build a highly collaborative culture that rewards input and diversity of thought and upholds the commitment to continuous improvement.

They will continue to employ sound financial oversight of AlexRenew’s financial portfolio and balance investments with affordability. Their leadership style will empower a high-performance mindset at all levels and foster a culture of trust and personal accountability across the organization.

The next CEO will also be forward thinking in modernizing the wastewater treatment systems and advancing AlexRenew’s “Digital Utility of the Future” vision and “One Water” approach. They will lead efforts to make AlexRenew — and, by extension, the City of Alexandria — more sustainable and equitable.

# ABOUT THE CEO

## KEY PRIORITIES

- 1** Redefining and setting a compelling organizational mission and purpose to encompass the new community-facing and enhanced combined sewer outfall locations and new wet-weather treatment facilities into the organization's state-of-the-art advanced wastewater treatment facility
- 2** Overseeing completion of the RiverRenew project – the largest infrastructure project in the city's history at over \$600M with one of the most aggressive project schedules ever placed on a CSO remediation program – on time and on budget by July 2025
- 3** Maintaining and expanding AlexRenew's organizational culture to continue to attract and retain top talent by offering clear career paths and development opportunities for employees at all levels
- 4** Advancing the organization's environmental stewardship goals, including maintaining its existing excellence in various environmental programs
- 5** Continuing to manage the almost \$1B in existing assets and develop a process to fully integrate RiverRenew's asset base and operational schemes by July 1, 2025
- 6** Maintaining AlexRenew's financial stability while working to protect affordable and equitable rates and costs
- 7** Fostering reclaimed products that ensure the community's food and water security
- 8** Advancing technology to continue AlexRenew's "Digital Utility of the Future" vision

# ABOUT THE CEO

## PROFILE OF THE SUCCESSFUL CANDIDATE

The successful candidate will articulate an energetic, determined, and clear path to integrate the new CSO mission while continuing to guide AlexRenew toward its 2040 vision. The next CEO will bring an innovative, entrepreneurial approach to achieving the Board’s vision and strategic outcomes while embodying a public service mindset at every touchpoint.

The CEO should bring a blend of business acumen along with a strong wastewater technical background to this role. They should have a demonstrated record of success managing a large portfolio of assets. Deep knowledge of the complex regulatory environment at the federal, state, and local level, as well as an intuitive ability to identify future sector trends that will shape how AlexRenew delivers safe, environmentally sound wastewater treatment in alignment with One Water principles are required.

## A CULTURE OF SUCCESS



**Peak Performance**  
GOLD  
2021

**Peak Performance Gold Award**

National Association of Clean Water Agencies  
2021

**Extraordinary Environmental Enterprise**

Virginia Dept. of Environmental Quality  
2022

**Laboratory of Excellence**

Virginia Laboratory Accreditation Program  
2022

The successful candidate will have extensive experience, strong relationships, and notable successes in working with various Boards, Citizen Advisory Councils, and an engaged, diverse community. They will be a proven, highly skilled communicator with the political acumen and emotional intelligence to build strong working relationships with city leaders, community stakeholders, customers, and sector partners. They should demonstrate the ability to build consensus among parties with diverse and conflicting interests while supporting the mission, strategic outcomes, and values of AlexRenew. They will be biased toward action as future opportunities emerge while incorporating all stakeholders and partners in the process of change.

# ABOUT THE CEO

## QUALIFICATIONS

A bachelor's degree in engineering or business administration from an accredited institution is required, with a master's degree and professional engineer (PE) license preferred. An equivalent combination of experience and education that enables success as the CEO will be considered.

The successful candidate has progressively responsible experience in an independent wastewater utility with at least 10 years in a senior leadership role. Previous experience leading and managing in a complex technical environment are essential. Strong business acumen is required. Experience with or understanding of 24x7x365 technical operations is preferred. Excellent communications skills and experience in public relations and community engagement are highly desired. The candidate must value change and transformation and model continuous process improvement. A record of developing innovative solutions to comply with environmental and social justice principles is critical.

## DEI STATEMENT

AlexRenew encourages applications from diverse candidates, as studies have shown that women and people of color are less likely to apply for jobs unless they believe they can perform every job description task. AlexRenew has a strong record of diverse and women-led leadership. AlexRenew is most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. The search committee may consider an equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, AlexRenew encourages you to think broadly about your background and skill set for the role.

## TO APPLY

AlexRenew is partnering with POLIHIRE to identify its next CEO. Interested individuals should submit a letter of interest and resume to **AlexRenew\_CEO@polihire.com**. Please include your name (Last, First) in the subject line when submitting these materials.