



**NOTICE OF JOB OPENING**  
**Director of Human Resources**  
**1 Opening**  
**(External & Internal)**

**Opening Date:** 5/4/2023

**Closing Date:** Until Filled

**Classification:** Grade 4, Exempt \$103,563 annually

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**Summary of Job Duties and Responsibilities** The DIRECTOR OF HUMAN RESOURCES provides direction and supervision to Human Resources staff; directs the operation of the Human Resources Section; directs and oversees employment activities; oversees wage and salary administration; oversees the administration of benefits; monitors and advises on Human Resources activities; oversees employee development and succession planning; oversees Department of Transportation and Utility drug and alcohol testing programs; oversees employees' welfare and wellbeing through program design, implementation, and continuous evaluation; oversees the internship and apprenticeship programs; oversees all matters related to the assigned "Big Drop" from the 2050 Strategic Plan; subject to call; and performs other essential duties as deemed necessary.

**Knowledge, Skills, and Abilities:**

Knowledge of Human Resources management principles and practices.  
Knowledge of wage and salary administration.  
Knowledge of job analysis and evaluation.  
Knowledge of government regulations and laws related to Human Resources, employee benefits, etc.  
Knowledge of plan components and design for various benefits programs.  
Knowledge of policy formulation.  
Knowledge of supervisory principles and practices.  
Knowledge of proper rules of grammar, spelling, and punctuation and excellent writing skills.  
Knowledge of budget principles and practices.  
Ability to identify, solve and evaluate hiring challenges.  
Ability to analyze the effectiveness of Utility efforts in reference to financial impact and alignment with strategic objectives.  
Ability to interview and extract information.  
Ability to develop, prepare and present in-house training programs to large groups of employees and make presentations to CAW Board.  
Ability to organize, direct and supervise the work of others.  
Ability to coordinate work with and through others, within and outside the utility.  
Ability to evaluate the impact and effectiveness of programs and activities.  
Ability to maintain confidentiality.  
Ability to communicate well, both orally and in writing, with employees, applicants, government officials, and individuals with varying backgrounds.  
Ability to maintain professionalism and tactfully respond to questions, concerns and complaints from employees, applicants, etc.  
Ability to utilize computer software programs, including Microsoft Office.  
Ability to handle multiple projects under time and resource pressure.  
Ability to analyze complex issues and problems, develop and recommend an effective course of action.  
Ability to effectively develop reports, letters, documents, programs, policies, and procedures.  
Ability to read, interpret and apply federal and state technical laws and regulations and documents.  
Ability to prepare annual budget.  
Ability to increase productivity and continuously improve methods, approaches and departmental contributions to the Utility's goals while remaining cost-effective.  
Ability to communicate and ensure compliance with employee policies, procedures, etc.  
Ability to proofread and edit accurately.  
Ability to demonstrate excellent attention to detail.  
Ability to be an effective contributor to the development and implementation of the Utility's strategic goals for HIVIP employees.  
Ability to build and maintain the trust of all Utility stakeholders.  
Skilled in leadership and management to oversee the Human Resources department and work with all employees in the Utility.  
Skilled in time and project management.  
Skilled in organizational management.  
Skilled in developing and writing policies, procedures, documents, and presentations.  
Skilled in diplomatic handling of sensitive situations, issues, and employee questions, problems, suggestions, and discipline under pressure.

**Minimum Qualifications**

Bachelor's Degree in Human Resources, Business Administration, Management, or a related area.  
Seven years of senior professional-level experience.  
Six years of related management experience.

**Preferred Qualifications**

Master's Degree in Human Resources, Business Administration, Management, or a related area  
PHR, SPHR, SHRM-CP or SHRM-SCP certification.

**Special Qualifications**

Must pass a criminal background check  
Must maintain a personal telephone due to subject to call out.  
Must be a high-performing, innovative, values-driven, informed, and passionate individual.

**Work Conditions**

Individual works in a heated and cooled typical office environment.

The above describes the general content and requirements for this job. It is not intended to be an all- inclusive list of duties, responsibilities, or requirements.

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Application and resume must be emailed to **Careers@carkw.com** to be considered for the position

Central Arkansas Water is an EQUAL OPPORTUNITY EMPLOYER and does not discriminate in its employment practices, or any other activities, based on race, color, religion, sex, national origin, age, disability, veteran's status, sexual orientation, gender identity, genetic information, political opinions or affiliation, or any other status protected by law.

[www.carkw.com](http://www.carkw.com)

We support diversity, equity, and inclusion in our workplace.



# APPLICATION FOR EMPLOYMENT CENTRAL ARKANSAS WATER

An incomplete or illegible application may jeopardize your opportunity for employment. Because eligibility to compete for positions is based on a review of your application and since only information provided will be evaluated, be certain that you complete all items as fully and accurately as possible.

NAME \_\_\_\_\_ DATE \_\_\_\_\_  
LAST FIRST MIDDLE

STREET ADDRESS \_\_\_\_\_ HOME PHONE \_\_\_\_\_

\_\_\_\_\_  
CITY STATE ZIP

BUSINESS PHONE \_\_\_\_\_

CELL PHONE \_\_\_\_\_

ARE YOU A CITIZEN OF THE UNITED STATES OR ARE YOU LAWFULLY ELIGIBLE TO BECOME EMPLOYED IN THE U.S.?

YES  NO (Proof of U.S. citizenship or immigration status will be required if employed)

POSITION YOU ARE APPLYING FOR \_\_\_\_\_

TYPE OF EMPLOYMENT DESIRED:  FULL-TIME  TEMPORARY  SUMMER  PART TIME

DATE AVAILABLE \_\_\_\_\_ SALARY REQUIREMENTS \$ \_\_\_\_\_

WHERE DID YOU HEAR ABOUT THIS OPENING?  NEWSPAPER  JOB LINE  EMPLOYEE REFERRAL  OTHER \_\_\_\_\_

**\*\*\*LIST PREVIOUS EMPLOYMENT, BEGINNING WITH THE LAST\*\*\***

FROM DATE (Mo/ Yr)	TO DATE (Mo/ Yr)	NAME AND LOCATION OF EMPLOYER	SUPERVISOR	YOUR JOB	REASON FOR LEAVING	FULL OR PART TIME

TYPE SCHOOL	NAME & ADDRESS	GRADUATED?	PRIMARY COURSES OF STUDY	
HIGH SCHOOL	XXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXX		XXXXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXXXXXXXX	
BUSINESS OR TRADE SCHOOL				
COLLEGE			Major:	Degree:
			Minor:	
GRADUATE SCHOOL			Degree:	
CORRESPONDENCE COURSES OR SPECIAL TRAINING				

Excluding those which would reveal sex, race, religion, national origin, age, ancestry, disability or other protected status, list any professional, trade, business or civic organizations with which you are associated:

\_\_\_\_\_

\_\_\_\_\_

List professional, business or trade licenses held, awards or special recognitions received:

\_\_\_\_\_

\_\_\_\_\_

LIST THREE WORK-RELATED REFERENCES:

NAME	OCCUPATION	EMPLOYER	PHONE #	ASSOCIATION <small>(Peer vs. supervisor)</small>

Have you previously been interviewed for a position with Central Arkansas Water? If yes, provide positions and dates:

\_\_\_\_\_

Have you ever been employed by Central Arkansas Water? If yes, provide position, dates, and reason for leaving:

\_\_\_\_\_

\_\_\_\_\_

\* Do you understand the physical and mental requirements of the job for which you are applying?  Yes  No

\* Are you able to fully and completely perform all functions, duties and responsibilities of the particular job for which you are applying with or without an accommodation?

Yes  No If no, please provide an explanation: \_\_\_\_\_

\_\_\_\_\_

\* **The Americans With Disabilities Act of 1990 prohibits discrimination against a qualified individual with a disability.**

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Central Arkansas Water embraces a diverse and inclusive environment. As an Equal Opportunity Employer, all applicants who meet the stated qualifications will be considered for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status. CAW is also committed to compliance with all fair employment practices.  
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• I, \_\_\_\_\_, understand and voluntarily agree that Central Arkansas Water (or an investigative bureau of your choice) may check any references or other information provided on this application form by me. Further, I hereby give consent to any and all current and prior employers of mine, or educational institutions I have attended, to provide information to Central Arkansas Water with regard to my employment with current or prior employers or my educational background. I understand and accept that your employment decision may be based upon information furnished by me or obtained through the verification process. I hereby release from liability the employer and its representatives for seeking such information and all other persons, corporations or organizations for furnishing such information. I authorize you to make copies of documents related to my employment, which shall have the same effect as the originals.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

- I understand and agree that if I am offered and accept a position with the Central Arkansas Water, that the position is not for a specific period of time, and I agree that I will be an employee at will and this arrangement can be terminated at any time by myself or Central Arkansas Water, with or without notice.
- If employed by Central Arkansas Water, I agree to abide by its rules and regulations.
- I understand and agree to examinations and testing, including a pre-employment physical, criminal background check, and drug screening, considered necessary by Central Arkansas Water at any time, at the option of the Utility and at no personal expense to me. I authorize the examining physician or organization to disclose to Central Arkansas Water or its representatives the results of such examinations, tests, or background information. I understand Central Arkansas Water will limit such information only to those individuals who have a need to be informed of such.
- I understand that, unless I am notified by Central Arkansas Water otherwise, this application will be considered only for the position I designated on this application form. I understand that in order to be considered for other available positions with Central Arkansas Water, I will need to complete a separate application for each position.

**I hereby affirm that my answers to the foregoing questions are true and correct, and I understand that misrepresentation or omission of facts called for in this application may be cause for disqualification for consideration of the position, or if employed by Central Arkansas Water, immediate dismissal without notice.**

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date



**EQUAL OPPORTUNITY EMPLOYER**

221 East Capitol Avenue \* PHONE (501) 377-1251 \* LITTLE ROCK, AR 72202



## EMPLOYEE BENEFITS INFORMATION (Full Time Employees Only)



### Compensation

- Competitive Compensation
- Generous Paid-Time off, Paid Holidays, Discretionary Time, Overtime for non-exempt staff
- Pension Plan (APERS)
- Deferred Compensation Plan
- Saving Plan
- Utility-Paid Life Insurance
- Short-Term Disability and Additional Life Insurance Coverage options
- Utility-Paid Long-Term Disability
- Accident, Critical Illness, Hospital Stay Pay and Identity Theft coverage options
- Credit union membership
- Uniforms provided (as required by position)
- Annual Work Boot Allowance (as required by position)
- Public Student Loan Forgiveness Eligible Employer
- Generous Retiree Benefits
- Performance Evaluation six months after hire and after twelve months. Each evaluation has the opportunity for a merit increase. Annual evaluations thereafter with the opportunity for merit increase.
- Annual Pay Plan increase (as approved by CAW's Board of Commissioners)



### Health & Wellbeing

- Utility-subsidized individual and family health care coverage options with Rx Plan
  - PPO – 96% employee premium paid by Utility
  - HDHP- 100% employee premium paid by Utility
- HSA – Utility funded based on HDHP coverage option
- FSA
  - Medical
  - Dependent Care
- Dental – 100% employee premium paid
- Vision
- EAP – Utility-paid
- Remote Work (position eligibility applies)
- Paid Family Bereavement Leave, Emergency Leave, Military Leave, COVID vaccine time, Blood donation, Jury Duty
- Utility Paid Rehabilitation for Drug or Alcohol Abuse
- Special Interest Employee Committees
- Various Employee Recognition Programs
- Compressed Work Schedule (available for most positions)
- HIVIP (High-Performing, Innovative, Values-Driven, Informs and Passionate) culture
- Safety Program



### Professional Development

- 100% Tuition Reimbursement
- Utility support for industry licenses
- Utility-paid professional memberships
- In-house training and development program CAWU
- Employee Perks and Discounts (automotive, banking, cellular, dining, education, fitness, home improvement, office supply and misc.)
- Financial Planning
- Internal Promotion Opportunities
- Employee-led, Executive sponsored, Diversity, Equity and Inclusion Team and Initiatives



### Community

CAW takes our commitment to be involved seriously. Our team members can always be found in a neighborhood, at a community event, fundraiser or educational initiative promoting quality of life, exceptional service and science, technology, engineering, and mathematics (STEM) education.