



Interim Chief Operating Officer

About Vida Water

Vida Water ("Vida") is a newly formed Public Benefit Corporation that believes that safe drinking water is a universal right. Vida is a wholly owned subsidiary of Texas Water Trade.

Vida will offer a monthly subscription service that uses a point of use water treatment system to provide water safe to drink at a price below what underserved Texans pay today for bottled water. We will hire from the communities in which we serve and train staff to be licensed water professionals.

About Texas Water Trade

Texas Water Trade ("TWT") is a 501c3 nonprofit organization whose mission is to catalyze sustainable water transactions in Texas to ensure clean, flowing water for people and nature.

Our work focuses on deploying capital to clean water solutions for people and the environment, with an emphasis on leveraging voluntary water transactions to ensure healthy flows in Texas rivers and scaling up investment in net zero municipal water solutions.

For more information about Vida and TWT visit <https://texaswatertrade.org>.

About the Role

The Interim Chief Operating Officer (COO) will report directly to TWT's Chief Executive Officer (CEO) and oversee Vida's existing staff and contractors. The Interim COO will play a central part in stewarding Vida's path to market entry and the responsible deployment of its financial resources. The Interim COO will also play an integral role in testing fundamental cost assumptions in Vida's business plan critical to earning reserved capital for market expansion.

This position requires prior experience at a regulated drinking water system, with a thorough understanding of drinking water regulations, water testing, water treatment technology and water operator labor dynamics.

The role requires a person who can work well in a dynamic team environment and be comfortable navigating complex opportunities and challenges. In-person support of Vida's El Paso-based regional staff is ideal for at least one day per week, with remaining hours

conducted remotely. Vida has a centrally located office in El Paso with workspace for the Interim COO.

Because site visits to prospective customer homes may be necessary, the final candidate will be required to undergo a background check consistent with Vida policies.

We are seeking an Interim COO to onboard as soon as possible and to support the team part-time at least through mid-February. This temporary position could evolve into a permanent, full-time role for the right person.

About You

The position will report directly to the TWT CEO and will work in concert with the entire Vida team. You are passionate about Vida's mission of improving access to safe drinking water.

Responsibilities for the role include:

Operations Support:

- Review and revise all operating procedures and documentation for Vida. Work with Vida staff to improve internal systems and retain/manage contractors where needed to develop policies and procedures not in place.
- Ensure all operating procedures are being followed by Vida's staff and contractors and that Vida's records management system allow for appropriate controls.
- Guide Vida staff in refining its customer issue resolution process for technical and operational matters.
- Guide Vida staff in inventory planning for POU systems, service spares, and other supplies.
- Oversee management of Vida's water testing program to ensure timely and relevant water quality analysis for prospective customers.

Technical Management:

- Working with Vida staff and existing contractors, coordinate Vida's Technical Advisory Group of third-party experts to shape and vet Vida's policies, procedures and technology choices.
- Manage suppliers and consultants providing technical products and services for Vida.

Business Plan Refinement:

- Coordinate with Office Manager to regularly review and update cost assumptions in Vida's business plan, as Vida aims to prepare a formal update for a capital decision in January/February 2024.
- Work closely with the TWT CEO and Vida General Counsel to confirm that customer contracts and service warranties are sufficiently protective of both Vida and its

customers, and that Vida operating procedures adhere to its commitments.

- Assist TWT CEO in developing a workforce model for securing licensed professionals for POU installation and maintenance.
- Assist TWT CEO in assessing the potential for a comprehensive water management service model for customers with hauled water.

Board Engagement

- Participate as needed in monthly, one-hour meetings of the Vida Board of Directors

Qualifications

Vida will seek candidates who are diligent and results-driven, with demonstrated team orientation and an interest in closing the clean drinking water gap in Texas.

Required Qualifications:

- Prior experience serving a Public Water System with a thorough understanding of current and emerging drinking water regulations and standards
- Minimum of 5 years' experience working in technical, regulatory, and/or operational issues of Public Water Systems
- Budgeting, spreadsheet, and financial analysis skill and experience
- Demonstrated ability to reach goals
- Strong verbal and written communication skills
- Ability to thrive in a demanding, dynamic and entrepreneurial setting
- Strong time management skills
- Strong interpersonal skills

Preferred Qualifications:

- TCEQ Licensed Water Operator
- A college degree with a concentration in a STEM field
- Fluency in Spanish
- Prior experience in residential or commercial water treatment
- Familiarity with TCEQ Licensed Water Treatment Specialist program

The Interim COO must be based in Texas, most favorably in El Paso County.

Compensation:

This position will be retained on a contract basis. Interested applicants should communicate their hourly rate expectations, available start date and weekly availability in their inquiry. Actual compensation will be dependent on skills and experience.

To Apply

Please submit inquiries with cover letter and résumé to Sharlene Leurig, TWT Chief Executive Officer, at leurig@texaswatertrade.org. Applicants must be willing to undergo background checks if they are offered the position; the background check will be made once the final candidate has been selected. Candidates must have a current, valid Texas driver's license.

We are especially excited about increasing applications from people who understand the value of promoting diversity, equity, and inclusion. We welcome applications from all people, including persons with disabilities, people of color, and LGBTQ+. [Read](#) Texas Water Trade's and Vida's commitment to bringing clean drinking water to all Texans and especially communities of color who are disproportionately affected by the water crisis.

We are proud to be an Affirmative Action, Equal Opportunity Employer. Our employment decisions are made without regard to race, color, religion, gender, national origin, age, disability, marital status, veteran or military status or any other legally protected status.