



Water Resource Director

Position Marketed by
Clear Career Professionals
www.clearcareerpro.com



WELCOME TO RUIDOSO

Ruidoso is a mountain resort community in south-central New Mexico offering a distinctive quality of life and a dynamic, close-knit business environment. The Village supports a diverse local economy anchored by tourism, hospitality, healthcare, education, and small business - with a village government that is accessible, engaged, and committed to long-term growth.

Following recent wildfire and flood events, Ruidoso is actively executing an ambitious recovery and reinvestment agenda. The incoming Water Resource Director will join the organization at a pivotal moment, with significant projects involving groundwater, surface water, flooding management, water shed coordination, compliance, water rights, and water shortage challenges.



GOVERNMENT & ORGANIZATION

Ruidoso has six elected councilors who create, amend, and pass local laws and approve the annual budget and a Mayor who serves as the presiding officer but votes only in tie situations. The Village operates within the constraints of state law, the Village's Municipal Code and budgetary and audit requirements under New Mexico law. The Village maintains four advisory groups which include the Planning and Zoning Commission, the Lodgers' Tax Advisory Board, a Parks and Recreation Advisory Board, and a Utility Advisory Committee.

The Village Manager implements council policy, oversees operations, ensures legal compliance, and manages personnel and budgets. Current village departments include finance, public safety, public works, utilities & enterprise operations, planning and zoning, community development, parks and recreation, tourism and legal.

There are 230 full time equivalent employees and managing an annual budget of \$152.3 million dollars.

LIFE IN RUIDOSO

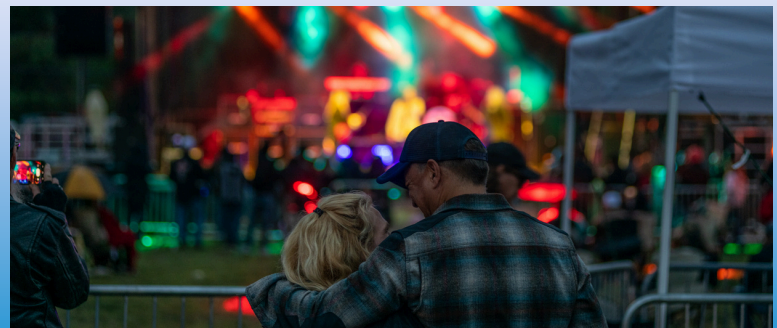


The pace isn't slow; it's intentional. You get things done, but you do them without the background noise of a city grinding away at you. Wildlife is part of daily life. Elk wander through neighborhoods. Deer graze like they're part of your landscaping crew. Occasionally a bear ambles by, reminding you that you live somewhere special.

For many people relocating from urban areas, this is the moment they realize they've made the right choice. Nature isn't something you drive to—it's something you live in.

Ruidoso has weathered wildfires, monsoon flooding, snowstorms, and the challenges that come with mountain living. What stands out is how people respond. Neighbors check on neighbors. Local businesses pitch in. The Village pulls together in a way that's rare in modern life.

If you're moving here for work, you're not just taking a job—you're joining a community that values resilience, responsibility, and connection!



THE POSITION

Under the direction of the Public Works Director, the Water Resources Director is the Village's chief steward of water rights, watershed health, water production, and regulatory compliance. This position helps ensure Ruidoso has a sustainable, legally defensible, and high-quality water supply, no small task in a mountain resort community with tight water constraints. This is a technically demanding position with a fairly broad scope as Ruidoso's water environment is uniquely complex - mountain hydrology, wildfire impacts, tourism surges, and tight water rights constraints.

- Strategic and Technical responsibilities include water rights administration, water resource planning, watershed management and water production & wastewater oversight.
- Village's point of contact for major state and federal regulators acting as the compliance and regulatory liaison.
- Data, Reporting and Audit obligations include leading technical research on water quantity and quality, submission of annual conservation and water rights reports to the Office of the State Engineer, conducting the annual water audit and the preparation of ordinances, resolutions, fiscal impact reports, RFPs, grants, and contracts related to water resources.
- Public Outreach and Conservation by leading public education and outreach on water usage, coordinating compliance and community engagement efforts and overseeing the Village's water conservation program.
- Oversees the Water Production and Wastewater Treatment plant management.

The successful candidate will ensure that the daily operations that fall under their purview align with the Village Council's vision, department policies and community goals as overseen by the Village Manager. The position will manage and coordinate department projects, monitor department expenditures, and ensure the department's adherence to federal, state and local laws. The position will further provide data, background information and guidance to the Village Manager and the Public Works Director so that he/she has the confidence to make informed decisions regarding the Village's water resources and will serve as the Village's subject matter expert on all water related policy issues.

The holder of the position will be expected to actively participate in the New Mexico Water Resources Association which is aligned with water rights, water policy, and statewide water resource management.

As a leader in the organization, this position is expected to demonstrate exemplary character. This position plays an integral role in representing the Village to residents, developers, business owners, members' of the media, neighboring communities, regional organizations, and state and federal agencies.

THE IDEAL CANDIDATE

Minimum Qualifications

- Bachelor's degree in Environmental Science, Hydrology, Water Resources, Physical Science, or a related field; or a combination of education and experience totaling eight (8) years in a related discipline.
- Four (4) years of experience in water resources program administration, including water rights management, permitting, and compliance.
- Five (5) years of supervisory or management experience.
- Working knowledge of water rights administration, water resource planning, conservation programs, and applicable environmental regulations (e.g., Clean Water Act, Safe Drinking Water Act).
- Experience with data analysis, reporting, and use of spreadsheet software for tracking and compliance.
- Strong communication skills and ability to work with internal teams, agencies, and stakeholders.

Preferred Qualifications

- Advanced degree in Water Resources, Hydrology, Environmental Science, Public Administration, or related field.
- Experience managing municipal water rights portfolios and water conservation or source water protection programs.
- Familiarity with AWWA Water Audit Software and regulatory reporting (e.g., OSE).
- Experience with watershed management, GIS, and environmental compliance (including NPDES).
- Experience with grant writing/administration and public outreach programs.
- Background in policy development and coordination with federal, state, and local agencies.



COMPENSATION & BENEFITS

Salary Range:

The Village of Ruidoso is offering an annual salary range of \$79,539.00 to \$100,000.00 for this position commensurate with experience & qualifications. The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, sick leave and vacation leave.



Benefits:

The organization also provides a competitive benefits package including medical insurance with dental and vision options, as well as term life insurance. Additional benefits include paid holidays, sick leave and vacation leave.

Enrollment in the Public Employees Retirement Association of New Mexico (PERA) — a 401(a) qualified government defined-benefit pension plan providing lifetime retirement, disability, and survivor benefits.

APPLY IMMEDIATELY!



A special episode of The Clear Voice podcast featuring Ruidoso leaders and an in-depth discussion of this opportunity will be released alongside this brochure.

Follow The Clear Voice on Spotify, Apple, Amazon Music, or YouTube to listen and learn more about Ruidoso's vision and priorities.



The position is open until filled.
First review deadline is 5 p.m. on May 6th, 2026

Please e mail your cover letter and resume in .pdf format to applyruidosowater@clearcareerpro.com
Faxed and mailed submissions will not be considered.

For more information on this position contact:

Kelly Kuenstler, Vice President
Clear Career Professionals
(214)550-2850 Ex 6
kelly@clearcareerpro.com

Brad Stafford, Vice President
brad@clearcareerpro.com

Candidate materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include virtual interviews with the most qualified candidates and final interviews with the City and its representatives. Appointment is subject to completion of a thorough background and reference verification