

Job Posting:

Join a mission-driven state agency at the forefront of Alabama's future. The Alabama Department of Economic and Community Affairs (ADECA) leads critical programs that shape infrastructure, sustainability, and community resilience across the state. We are seeking a strategic leader to manage our Office of Water Resources- a role with direct impact on public policy, interstate relations and the lives of Alabamians.

As Division Chief, you'll report directly to the ADECA Director and oversee ADECA's statewide water policy, planning, and management efforts. You'll supervise professional and technical staff, manage budgets and federal/state grants, serve as Alabama's representative in interstate negotiations, and act as Secretary to the Alabama Water Resources Commission. This role drives sustainable, legal management of Alabama's water resources while supporting ADECA's broader mission.

Essential Duties:

Manage and oversee the ADECA Office of Water Resources operations.

Supervise technical and professional staff, including engineers and program coordinators.

Assist with the representation of Alabama in interstate and federal-level water negotiations.

Develop and implement statewide water policy.

Approve division's budget, federal grants, and contracts.

Lead drafting of statewide Water-Use Reports and database systems.

Serve as Secretary to the Water Resources Commission; promulgate rules and policy.

Maintain relationships with federal, state, and local officials; provide information on water resource issues.

Minimum Qualifications

If an Alabama resident, current licensure as a Professional Engineer (PE) in Alabama.

If an out of state applicant, current Professional Engineer (PE) license with the ability to obtain Alabama licensure within 6 months of hire.

Bachelor's degree in Civil Engineering, Environmental Engineering, or a closely related engineering discipline.

Supervisory experience managing professional and technical staff.

Demonstrated experience in program administration or intergovernmental coordination, preferably involving federal/state grant funding or regulatory compliance.

Proven ability to manage complex stakeholder relationships, preferably including local governments, community organizations, and multi-agency partnerships.

Knowledge, Skills, and Abilities (KSAs):

Familiarity with water resource management, riparian rights, and environmental law; ability to interpret and apply regulatory guidance in coordination with technical/legal staff.

Strong Budgetary and financial management skills, including oversight of federal grant programs.

Excellent leadership, negotiation, and interpersonal skills.

Ability to analyze technical data from subject-matter experts and translate findings into actionable policy decisions.

Preferred Experience

Progressively responsible professional experience in water resources planning/development, including 5 years of administrative experience at the state, multi-state, or federal level.

Knowledge of federal and state water laws, FEMA processes, and federal grant administration.

Experience in interstate negotiations and policy advocacy.

Experience representing an agency in high-visibility settings.

Experience managing crisis situations such as droughts or floods that require multi-agency coordination.

Familiarity with interstate water compacts or multistate policy efforts.

Willingness to work from Montgomery, Alabama and serve in a public-facing leadership role within a fast-paced state agency.

Work Environment

Office-based in Montgomery, Alabama.

Benefits: Health, dental, vision, RSA (Retirement Systems of Alabama) state pension, state-paid life insurance, paid parental leave, paid holidays, and professional development opportunities.

Salary

Dependent on experience

Applications will be accepted until May 30, 2026.

Apply at: <https://adeca.alabama.gov/careers> or email your resume directly to adeca.hr@adeca.alabama.gov

EEO Statement:

The Alabama Department of Economic and Community Affairs (ADECA) is an equal opportunity employer. Employment decisions for exempt service positions are based on qualifications, merit, and the needs of the agency. ADECA does not discriminate in its programs or activities on the basis of race, color, national origin, sex, religion, age, disability, genetic information, or veteran status, consistent with applicable federal and state laws.

As an agency of the State of Alabama, ADECA is committed to ensuring fairness and equal opportunity in recruitment, selection, and employment practices for both classified and exempt service employees. While exempt service positions are not subject to the Alabama Merit System, ADECA upholds the principles of nondiscrimination and equity in accordance with state policy and federal civil rights laws.

Accommodation:

ADECA complies with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, and applicable state laws and makes reasonable accommodations to qualified individuals with disabilities. Applicants who require accommodations during the recruitment or selection process should contact ADECA's Human Resources Division at 334-242-5250 or by email at adeca.hr@adeca.alabama.gov.