



The City of Las Cruces, New Mexico Is Seeking our Next Deputy Director of Utilities Engineering

First Review of Applications: July 24, 2026



SLAVIN MANAGEMENT
CONSULTANTS



THE COMMUNITY - Cultural Exceptionalism Defined

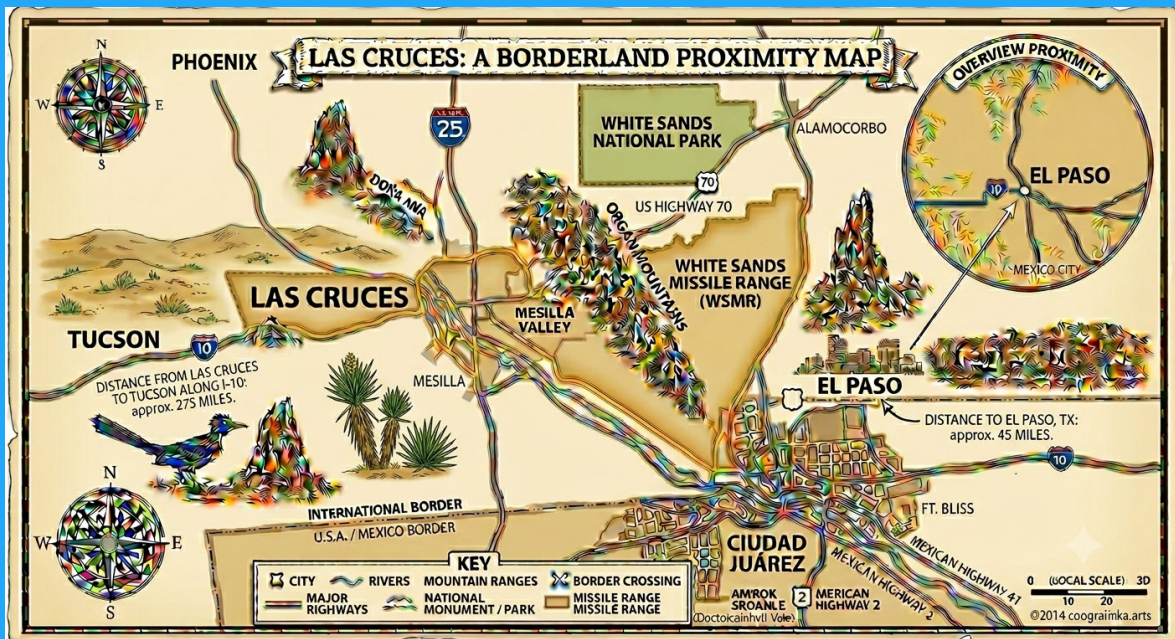
Las Cruces (population 116,978) is the second largest city in New Mexico and home to New Mexico State University, offering cultural, educational, and recreational amenities. Las Cruces is the largest city within Doña Ana County.

Doña Ana County covers 3,804 square miles in south-central New Mexico bordering on El Paso County, Texas, and the State of Chihuahua, Mexico as well as Luna, Sierra, and Otero Counties in New Mexico. The County is geographically diverse with spectacular mountain ranges, vast valleys, and a high-desert environment. The Mesilla Valley, the Organ Mountains Desert Peaks National Monument and the White Sands National Monument are some of the historic points of interest. The Chihuahuan Desert Nature Park, 935-acres of scenic desert which encompasses a portion of the Doña Ana Mountains, is also very accessible. There are several State of New Mexico parks within convenient driving distance of the City. Mesilla Valley Bosque State Park, located on the Rio Grande near Las Cruces and Town of Mesilla for bird watching; Leasburg Dam State Park near Radium Springs, just north of the City of Las Cruces for bird watching and water recreation;

Monumental Loop a 250-mile bikepacking route; Caballo Lake State Park and Elephant Butte Lake State Park, both north of Las Cruces, for water recreation and bird watching; City of Rocks State Park between Silver City and Deming west of Las Cruces for hiking trails, Rockhound State Park for hiking and bird watching to name a few.

Sociodemographic Information

- **Population: 116,978 (2025)**
- **2nd Largest City in New Mexico**
- **Strong Educational Attainment: 37% of residents have a college degree**
- **Median House Value: \$300,000 (2025)**
- **Median Household Income: \$55,422**
- **Median Age: 33**



Doña Ana County, where the City of Las Cruces is located, is home to some of the country's most attractive and diverse communities. Las Cruces has a very active downtown arts, music, and commercial district. Las Cruces is home to the New Mexico State Aggies. The County includes five incorporated cities with thirty-seven Colonias, offering not only tremendous opportunities but time honored unique cultural experiences.



Las Cruces and the greater County's history is intertwined with the U.S. Army. The Army built forts throughout the nation's border with Mexico, enabling many settlements, ranches, mining camps, and homesteads to flourish in addition to helping shape the County's historical landscape.

The Doña Ana County region is also known for its agriculture and notably, it is the nation's leading producer of chile peppers, onions, and pecans. The City is home to New Mexico State University and main campus of Doña Ana Community College.

The population of the Las Cruces metropolitan area and Doña Ana County has risen dramatically since 1900. In 1900, the County was an agriculturally based community with a population of 10,187. The market centers were Las Cruces, El Paso, Texas and Ciudad Juarez, Chihuahua. With economic growth, particularly in the retail and services sectors, more opportunities became available, and the County became more urbanized. The population increased by 22.5% over a 15-year period from 2000 (174,690) to 2015 (213,963). This population growth has occurred in and around the City of Las Cruces as well as in the southern part of the County. By 2045, the City of Las Cruces is forecasted to grow to 141,565 and the greater Las Cruces metropolitan area forecasts a population estimated to be nearly 325,000. (Source: City of Las Cruces, Elevate Las Cruces, 2020 Comprehensive Plan)

Primary and Higher Education Excellence



Las Cruces offers a highly rated and comprehensive education system anchored by the Las Cruces Public Schools District (LCPS). The District serves approximately 23,000 students across 40 campuses. LCPS is the second-largest school district in New Mexico. The district includes 24 elementary schools (Pre-K-5), eight middle schools (6-8), and seven high schools (9-12).



Higher education options include New Mexico State University, offering over 90 bachelor's, 50 master's, and 28 doctoral programs. Located on the NMSU campus is the Burrell College of Osteopathic Medicine. Burrell is a four-year private osteopathic medical school that grants the Doctor of Osteopathic Medicine (DO) degree. Las Cruces also has specialized technical or cosmetology programs. Add your new text



A Diverse Economy with an International Presence



Several key employment sectors are represented in the greater Doña Ana County. These include agriculture, healthcare, defense, higher education, government, manufacturing, and tourism. The border with Mexico is actively under development interests for international air cargo operations where the County is taking the lead in cultivating the necessary public infrastructure to accommodate increased development interest.

The climate and restricted air space within New Mexico, in general, makes it an ideal location for the nation's defense industry and testing activities. White Sands Missile Range and related initiatives of New Mexico State University are prominent within the County. According to State sources, approximately 1 out of every 10 jobs are involved with federal research and development activities.

Major employers demonstrate a diverse economy. Below are selected major employers within the County, representing a cross-section of private and/or quasi-public institutions.

- New Mexico State University. A public, land-grant university has approximately 8,380 full-time, part-time, graduate and undergraduate employees that support the needs of approximately 22,360 students.
- White Sands Missile Range. The White Sands Missile Range employs approximately 6,300 including 350 active military. White Sands economic impact is profound and generates \$3.7 billion within the County and the border region.
- Memorial Medical Center. Located in the Mesilla Valley, serves the more than 300,000 residents of Las Cruces, Doña Ana County, and the surrounding region.
- Addus Health Care. A national home health care and support services company with a significant presence in Dona Ana County and the State of New Mexico.
- Mountain View Regional Medical Center. A 169-bed hospital/medical center serving the County and all southern New Mexico.
- General Dynamics Mission Systems. A major national aerospace and defense contractor.
- NASA White Sands Test Facility. A significant national testing facility for composite pressure vessels, critical systems and materials, flight acceptance, hypervelocity impacts, oxygen systems, propellants and aerospace fluids, and propulsion systems.



Organization and Department

Las Cruces Utilities is an enterprise department within the City of Las Cruces. The department is funded for 342 employees, with 29 employees within the Deputy Director of Utilities Engineering direct oversight and management. Las Cruces is one of the largest employers in the County with approximately 1,770 full-time and numerous contract, part-time, and temporary employees. It serves the growing City of Las Cruces and some of the surrounding areas. The utility manages diverse systems — water supply, wastewater collection and treatment, natural gas distribution, and solid waste services — and places a high priority on long term infrastructure planning, resilience to climatic and regulatory change, and collaborative relationships with local, regional, and state stakeholders. LCU provides integrated water, wastewater, natural gas, and solid waste services to more than 115,000 residents in



the Mesilla Valley and is committed to sustainability, infrastructure resilience, and strict regulatory compliance. Las Cruces Utilities functions within a municipal governance framework and partners closely with City leadership, New Mexico State University, New Mexico Environment Department (NMED), and federal agencies such as the EPA.

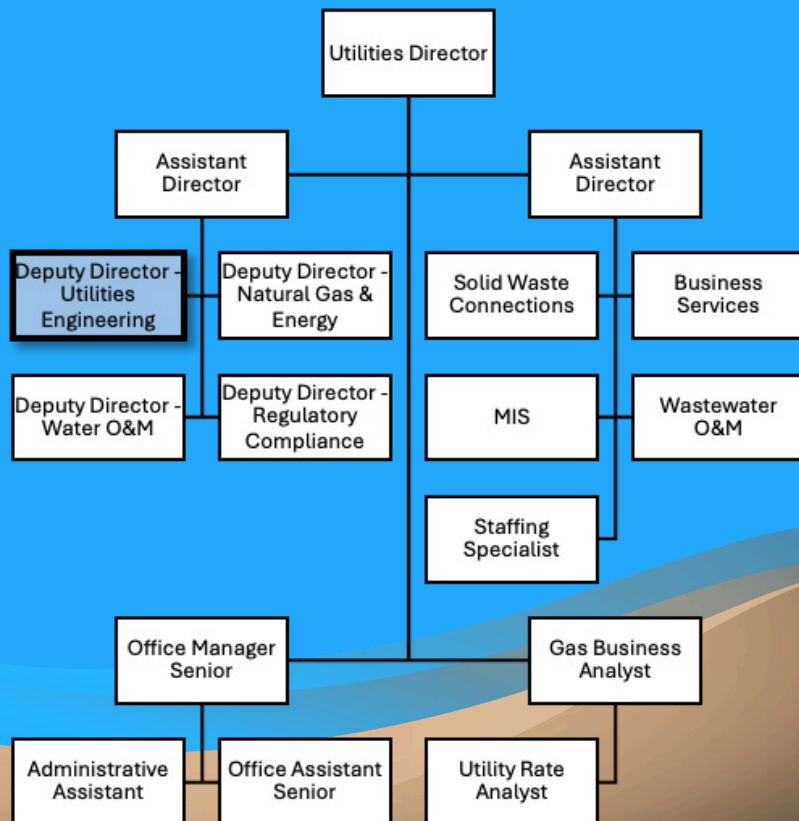
Las Cruces Utilities Department Budget

- Operations: \$70,829,000
- CIP Budget: \$72,168,388 (largest portion of entire City CIP).

Las Cruces Utilities (LCU) seeks an experienced, strategic, and community-focused Deputy Director of Utilities Engineering to join its executive leadership team. Reporting to the Assistant Director and Director of Utilities, the Deputy Director of Utilities Engineering will lead operations between all business units, oversee the robust capital improvement program, and manage development efficiencies of its customers and partner departments.

Las Cruces Utilities Department

- 342 employees
- 29 FTEs within Utilities Engineering





Essential Duties of the Position

The successful candidate will embrace Las Cruces' community values, actively engage with fellow Deputy Directors, key City Departments, local stakeholders, and seek collaborative solutions that balance growth, sustainability, and prudent fiscal management. Familiarity with New Mexico's regulatory environment, community expectations, and regional partnerships will support rapid acclimation and early impact. The Deputy Director position is truly unique. The position is designed to operate somewhat similar to a consulting engineer that supports all the other lines of business within the entire Utilities Department.

The position oversees operations engineers and serves as a problem solver to the other Deputy Directors. The Deputy Director will oversee special studies, development engineering, involving private sector infrastructure improvements and the Department initiated projects. The position is involved in all other business lines ensuring processes are operating as designed, efficiently and maximizing the business goals. The Deputy Director will also work very closely with the Utilities Director and Assistant Director. The position will represent the Department, the Director and Assistant Director with community and other stakeholder meetings and events.

The Deputy Director of Utilities Engineering is a hands-on executive manager and may also be responsible for some project management. It will also be important for the next Deputy Director to have some understanding of water rights and support of the City's water system.

Mentoring junior staff will be a key responsibility. This position combines operational oversight, capital program management, regulatory liaison duties, and staff leadership. The ideal candidate will be technically strong, politically astute, and committed to building a culture of accountability, inclusion, and continuous improvement.

Ideal Qualities of the Next Deputy Director of Utilities Engineering

- Collaborative leadership style that builds trust across internal teams, City departments, and external partners.
- Embraces a philosophy of internal and external "customer service."
- An understanding of Southwest regional water issues, water rights considerations, and the unique operational challenges of arid region utilities.
- Commitment to staff development, training, mentoring, professional development and in general, continuous improvement.
- Innovative mindset with experience applying new technologies, energy efficiency measures, and data driven decision making to utility operations.
- An individual who is confident in their own capabilities, but not in a self-serving, arrogant manner.
- An individual who is comfortable public speaking and communicating complex issues with a common understanding to diverse audiences.
- Experience with budgeting, particularly an enterprise funded department or similarly situated environment where expenses are sufficiently supported by system revenues.
- An individual who has emotional intelligence, demonstrates empathy, an active listener, problem solver, can empower staff in a supportive way.
- An individual who is adaptable to a changing environment, not a micromanager, is approachable to all staff and stakeholders.



Position Requirements

Bachelor's Degree in Civil Engineering or directly related field plus five (5) years' experience in utilities engineering design and administration to include contract interpretation, preparation, and execution of agreements and three (3) years of supervisory experience. A combination of education, experience, and training may be applied in accordance with City of Las Cruces policy. A current and valid Professional Engineering (PE) License in the State of New Mexico is required or the ability to obtain New Mexico licensure within a defined timeframe.

Compensation & Benefits

The City of Las Cruces offers a competitive compensation package commensurate with experience, including health and retirement benefits, paid leave, opportunities for professional development, and support for licensure and continuing education. A relocation allowance may be available for qualified candidates. Additionally the City offers full Medical, Vision, and Dental Plans, Life and Insurance Plan, PERA (State) Retirement, Tuition Reimbursement, Holidays, Annual Leave, Personal Leave and Sick Leave to name a few. For more information on the City's benefits click [here](#).

To Apply

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Electronic submissions are required.

LAS CRUCES IS AN EQUAL OPPORTUNITY EMPLOYER

