



SEARCH FOR

EXECUTIVE DIRECTOR

Salary
\$125,000+

Commensurate with experience



Welcome to Watertown, South Dakota, winner of the 2020 Strongest Town Contest! With its own historic downtown, fiscal resilience, civic engagement, and community partnerships, it's no surprise that Watertown shines.

Located in northeast South Dakota in Codington County, the City of Watertown is the fifth largest city in the state. With a population of 22,655 residents, the City of Watertown lies in the Glacial Lakes region on the Big Sioux River between Lake Kampeska and Lake Pelican. The city serves as a regional economic and cultural hub.

Watertown is a vibrant and safe community in which to raise a family and features many amenities, along with reasonably priced utilities, quality education opportunities, and an overall feeling of friendliness. The community supports its emergency services staff and residents enjoy lower insurance premiums due to the City's ISO2 fire rating. All of this provides peace of mind for a growing family.

Watertown has experienced manageable growth in-part due to its convenient location at the intersection of Interstate 29 and Highway 212 and its airport with daily flights to Chicago and Denver. Watertown is located 90 minutes from Sioux Falls, 2 hours from Fargo, and just over 3 hours from the Minneapolis/St. Paul metro area. This makes Watertown a convenient location for residents and for visitors traveling to the area.

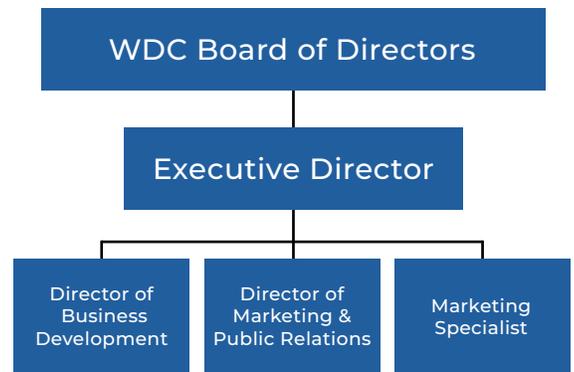
Welcome to Watertown!

WATERTOWN DEVELOPMENT COMPANY

The Watertown Development Company (WDC) is organized as private, investor based, non-profit economic development corporation for the purpose of establishing, funding, and directing programs designed to promote and increase the commercial, financial, and economic vitality of the City of Watertown and its citizens.

For the past 75 years, the WDC has been leading the way in creating one of the state's most vibrant, secure, and growing economies. The organization is responsible for the creation of jobs and overall economic opportunity and owns and operates buildings, lands, and development areas for the economic benefit of Watertown.

The WDC is overseen by an experienced board of directors that represents a cross section of community and business leaders. All board members are also valued WDC investors. The WDC has diligently worked at developing meaningful and constructive relationships at all levels within the community and region including a strong relationship with the Governor's Office of Economic Development, helping WDC build and maintain a high level of forward momentum, as evidenced by its program of work.



Watertown possesses important development assets such as proximity to major highways, rail access, and municipally owned utilities. These assets allow Watertown to have some of the lowest utility rates in the region, and its professional staff is second to none at understanding new and expanding business' electric, water, and gas needs, which set them apart from the competition.

Additionally, business retention and expansion and workforce development have been and continue to be a central focus of the organization. The WDC staff has extensive knowledge on available programs available for the attraction and enhancement of the local workforce.

Downtown revitalization, the multi-purpose ice facility, Foundation Plaza, Challenger Learning Center of South Dakota, and new housing and mixed-use developments are all significant projects that continue to build on the momentum that Watertown has in place.



WDC will continue to collaborate with its partners to build a bright future for the city and continue to use forward-thinking approaches to aid in the community's growth and development.

AWARDS & ACHIEVEMENTS

The Watertown Development Company strives for excellence in everything they do. Their hard work is recognized nationally and their programs continue to have statewide and national influence.



**ACCREDITED
ECONOMIC
DEVELOPMENT
ORGANIZATION**
International Economic Development Council

AEDO

International Economic Development Council (IEDC)

2020 - The Watertown Development Company was recognized as one of only 68 international economic development organizations accredited by IEDC as an Accredited Economic Development Organization (AEDO).



WORKFORCE & TALENT - SMALL DIVISION

The Mid-America Economic Development Council

2021 - WDC received recognition for their Attract & Enhance Program created for relocating and/or training Watertown's workforce.

**SOUTH
DAKOTA**

GOVERNOR'S OFFICE OF
ECONOMIC DEVELOPMENT

LARGE COMMUNITY OF THE YEAR

South Dakota GOED

2020 - Governor Kristi Noem announced Watertown as Large Community of the Year, noting "They're on pace to make Watertown stronger for the next generation."



STRONGEST TOWN

Strong Towns

2020 - After a gauntlet of four rounds—a written application, a short photo essay, a podcast interview, and a live webinar— Watertown distinguished itself as a town actively pursuing a Strong Towns approach to economic growth and development.



EXCELLENCE IN ED AWARD - BRONZE

International Economic Development Council (IEDC)

2019 - WDC Received the Bronze Award for the design of their 5-year Capital Campaign, GROW Watertown.



EXECUTIVE DIRECTOR

The WDC Board of Directors seeks a full-time Executive Director to oversee the day-to-day operations of WDC, and ensure the co-creation and execution of a clear and actionable strategy to fund and achieve the vision of WDC.

THE POSITION

The Executive Director of the organization is responsible for the successful implementation of economic development programs that facilitate the creation of jobs and economic growth throughout Watertown.

The Director acts as the liaison in maintaining and building key relationships in support of community projects.

The Director manages all activities, programs, and operations of the WDC in an efficient and effective manner as they relate to the strategic plan.

The Director will present information regarding WDC's performance and strategy related to the strategic plan to all investors attending the annual meeting each October.

The Director will devote the time he/she, reasonably and in good faith, deems necessary to the business and affairs of the organization including some evenings and travel.

The Director will be responsible for collaborating all aspects of program planning and implementation of the mission, vision, and values of the WDC.





EXECUTIVE DIRECTOR *CONTINUED*

PRIMARY RESPONSIBILITIES

Operations Management

Provides direction and leadership for the overall operation of the WDC office. This includes, but is not limited to, such activities relating to the organization's finances, personnel procedures, corporate reports, and all policies adopted by the Board of Directors. Responsible for all personnel including recruiting, hiring, and firing; delegates responsibility for staff support for day-to-day office duties; conducts regular staff meetings and annual reviews. Responsible for management of the organization's finances; prepares annual budget for the executive committee and approval by the Board of Directors; monitors spending of WDC money to assure expenditures are authorized and budgeted.

Board Support

Engage a diverse and effective Board of Directors, optimally leverage their strengths to advance the mission, and provide the tools and transparency necessary for effective governance of the organization.

Fundraising and Relationship Development

Create and execute a diverse fundraising strategy to increase revenue through developing and maintaining strong relationships with investors, donors, funders, and public and private partners across South Dakota.

Brand Ambassador

Use creative outreach solutions to effectively engage stakeholders across the community. Support a culture of excellence through public speaking, storytelling, inspiring supporters, and celebrating the accomplishments and impact of existing and potential WDC projects and partnerships.

Business Development

Seeks out opportunities to retain and help existing businesses expand. Recruits new business opportunities that support community objectives.

Community and Workforce Development

Helps establish programs to retain and expand the area labor force. Participates on various local and statewide boards and committees. Maintains economic data relevant to the area and sources ad-hoc data as requested. Prepares data for presenters.

EXECUTIVE DIRECTOR *CONTINUED*

DESIRED ATTRIBUTES & QUALIFICATIONS

- Proven track record of Economic Development, partnering, and fundraising success
- Experience envisioning, initiating, managing and completing projects
- Ability to work effectively with a variety of people internally and externally
- Effective, diplomatic, and clear communication style
- Ability to engage and educate community stakeholders in the vision of the organization
- Collaborative and supportive leadership style
- Strong analytical and decision-making skill.
- Bachelor's degree in Economic Development, Public or Business Administration, Finance, Marketing, or related programs, and five years of experience in economic development, community development, or related field, or equivalent combination of education and experience.

EQUAL OPPORTUNITY EMPLOYER

Watertown Development Company (WDC) is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendment Act (ADAAA,) the WDC will provide reasonable accommodations, upon reasonable request, to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.





WDC PROPERTY PORTFOLIO

WDC properties consist of 3 industrial parks, 5 industrial buildings, and 3 downtown properties. These properties help WDC with business attraction and expansion to the area as well as downtown.

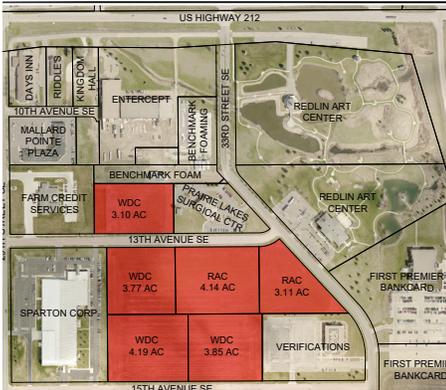


★ PHEASANT RIDGE INDUSTRIAL PARK

Located just north of Highway 212, less than one mile east of Interstate 29, Pheasant Ridge Industrial Park offers approximately 25 available shovel-ready acres. With roads and other infrastructure already in place, Pheasant Ridge provides a highly accessible site and a desirable location within an established park.

The park is zoned I-1 (Light Industrial). Other businesses in the park include Benchmark Foam, Glacial Lakes Rubber & Plastics, and Rising Star Hydraulics – just to name a few.

WDC PROPERTY PORTFOLIO *CONTINUED*



2 MALLARD POINTE BUSINESS PARK/ INTERSTATE OFFICE ADDITION

Located just south of Highway 212, less than one mile west of Interstate 29, a site within Interstate Office Addition/Mallard Pointe Business Park offers nearly 20 available acres of shovel-ready land inside an established business park.

Available sites within the park are zoned BP (Business Park). Other businesses in the park include Terex Utilities, Spartronics, Premier Bankcard, and Redlin Art Center, among others.



3 CALVIN PARK

Located along the southern bypass (29th Street SE and 20th Avenue S), approximately 1 mile southeast of Exit 177 on Interstate 29, the southern portion of Calvin Industrial Park offers up to approximately 70 acres in Watertown's newest industrial park. Development plans are underway, with sites expected to be ready for new and expanding businesses sometime in late 2022 or early 2023.

The park is zoned I-1 (Light Industrial). Businesses located in the northern portion of the park include Eastside Equipment and Comprehensive Logistics.



4 INDUSTRIAL BUILDINGS

WDC owns 5 industrial buildings in 4 different industrial areas. All buildings are currently leased.



5 DOWNTOWN PROPERTIES

WDC owns and resides in the Commerce Center. Additional tenants include the Watertown Convention and Visitors Bureau and Watertown Area Chamber of Commerce.

WDC owns and leases 3 retail properties, located at:

- 18 E Kemp (Sunshine and Co.)
- 206 E Kemp (Hot Mama Mack's)
- 208 E Kemp (Phillip Matthews State Farm and The Painted Fox)

INFRASTRUCTURE & TRANSPORTATION

Watertown, South Dakota is centrally located in North America along Interstate-29 and US Highway 212. US Highways 81 and 20 also intersect in Watertown and connect Codington County with the contiguous states of Minnesota, North Dakota, Montana, Wyoming, Nebraska, and Iowa.

WATERTOWN MUNICIPAL UTILITIES

Serving the Watertown, South Dakota community for over 60 years, Watertown Municipal Utilities provides electric, water and natural gas services to over 11,000 residential and 2,000 commercial customers. Watertown Municipal Utilities is consistently ranked among the lowest cost in comparison to other Utility companies in the Region.



BURLINGTON NORTHERN SANTA FE RAILROAD

Providing Watertown with high level service and access to markets across the United States.



WATERTOWN REGIONAL AIRPORT

Daily commercial flights to both Denver International Airport and Chicago International Airport provides connections to anywhere within the United States and worldwide. On average, over 10,000 passengers travel through the Watertown Regional Airport each year. In order to keep up with the growing demand for air travel, a brand new terminal is scheduled to be complete in October 2022.



RECREATION

- Lake Kampeska
- Lake Pelican
- Numerous parks, trails, sports, etc.
- Fishing
- Hunting

AMENITIES

- Revitalized, walkable Downtown with:
 - Arts and culture
 - Goss Opera House
 - Retail and restaurants
 - City services
 - Residential
 - Foundation Plaza *(coming soon)*
- Prairie Lakes Wellness Center
- Watertown Family Aquatic Center
- Thunder Road
- Bramble Park Zoo
- Golf courses (public and private)
- Joy Ranch
- Redlin Art Center
- Premier Softball Complex
- Multi-purpose Ice Facility *(coming soon)*
- Local and national retailers

MAJOR EVENTS

- Thursday Night Live
- Karnival on Kemp
- Wine Walk
- Vintiques Car Show & Shine
- Holiday and event parades
- Cultural fairs
- Cooking on Kampeska
- Bramble Park Sippin' Safari
- Bramble Park Zoo Boo
- Rooster Rush
- Winter Wonderland
- Kayak around Kampeska





EDUCATION

The opportunity for quality education exists no matter your age. From preschool to post-secondary studies, you can reach your educational goals in Watertown.

PUBLIC SCHOOLS

Serves PreK-12 students. The community consists of five elementary schools grades K-4, one intermediate school grades 5-6, one middle school grades 7-8, and one high school grades 9-12. Northeast Technical High School provides career and technical education to students of the Glacial Lakes Region of South Dakota.

PAROCHIAL SCHOOLS

Watertown is also home to five private parochial schools including two Lutheran schools grades K-8, one Lutheran high school, one Christian school grades K-8, and one Catholic school grades K-6.

ADVANCED EDUCATION

Mount Marty University

A satellite campus, Mount Marty University is a small Catholic liberal arts university and offers nine bachelor's degree programs and associates programs.

Lake Area Technical College (LATC)

Rated #1 Best Community College in America by the Aspen Institute, LATC offers 31 programs, including its nationally ranked Cyber Security Specialist degree, and enrolls over 2,600 students each year. Recently, LATC approved an investment of 40MM for 6 campus builds, allowing for an additional 800 students to attend each year by 2025.

To date, LATC has had over 22,000 graduates with a 99% employment rate after graduation and 84% of those staying to live or work in South Dakota.



HEALTHCARE

Health and wellness are essential to living a fulfilling life. Watertown's renowned healthcare system includes two major clinics and a nationally ranked hospital.

PRAIRIE LAKES HEALTHCARE SYSTEM (PLHS)

Recently named one of the Top 100 Rural & Community Hospitals in the United States, PLHS is an independent, regional health system with the latest in medical technology featuring a hospital licensed to operate 81 acute care beds, in addition to a surgical center, cancer center, and specialty clinic. The skilled, compassionate staff specializes in everything from cardiology to radiation therapy, making first-rate healthcare convenient and close.

SANFORD HEALTH WATERTOWN CLINIC

Part of one of the largest health systems in the country, Sanford Health Watertown has been providing high quality healthcare to patients living in Watertown and neighboring communities since 1999. They offer a wide range of services including family medicine, pediatrics, obstetrics/gynecology, surgery, and therapy.



BROWN CLINIC

Founded in 1935, Brown Clinic is an independent clinic with two locations in Watertown. While primary care is still a central focus, Brown Clinic also offers internal medicine, geriatric care, pediatrics, OB/GYN, podiatry, laboratory services, and in-house radiology.

POSITION ANNOUNCEMENT

ORGANIZATION: Watertown Development Company

POSITION: Executive Director

SALARY: \$125,000+ - Commensurate with experience

APPLICATION DEADLINE: March 28, 2022

JOB SUMMARY

Under the direction and supervision of the WDC Board, the Executive Director is responsible for the coordination and execution of WDC's goals and objectives, as determined by the organization's by-laws and strategic plan.

EDUCATION AND EXPERIENCE

Bachelor's degree (B.A.) from an accredited four-year post-secondary institution in Economic Development or related field or a minimum of 5 years' experience in economic or community development.

Professional certifications from nationally recognized economic development organizations such as the International Economic Development Council (IEDC) or National Development Council (NDC) are preferred but not required.



TO APPLY VISIT:

<https://daviddrown.hiringplatform.com/89337-watertown-development-company-wdc-executive-director/284190-application-form/en> and complete the application process by March 28, 2022. Finalists will be selected on April 20, 2022, and final interviews will be held on May 17, 2022.

Please direct any questions to Liza Donabauer at liza@daviddrown.com or 612-920-3320 x111.



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