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# **PUBLIC UTILITIES DIRECTOR RECRUITMENT**

**Candidate Supplemental Questions**

In order for the City of Brainerd to get a better sense of your writing skills and additional insights into your experience, please answer the following questions. Kindly limit your answers to one page and once completed please upload your answers as part of your online application.

1) Please summarize your experience in managing or working with water, wastewater, and electric utility systems.

2) Describe any experiences you have had in managing, facilitating, or promoting organizational changes involving a relatively large number of employees. These changes may have altered generally accepted, long-standing practices, resulted in employee resistance, and negatively impacted employee morale. How did you resolve these issues with the goal of changing attitudes, improving morale, building teamwork and ultimately gaining acceptance?