



Director of Water Plant Operations

Job Description

Under the direction of the CEO/General Manager, the employee will be accountable for all administrative and technical work of the water plant facilities and operations; provide leadership and drive corporate goals through effective and efficient operations; facilitate interdepartmental cooperation and sharing of resources.

Essential Duties

The following essential duties are typical for this classification, and ability to complete all of these duties as assigned is required. Employee may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

Oversees all water plant operations and facilities including water treatment plants, pump stations, reservoirs, and all ancillary operating units.

Direct reports for this position will include Water Plant Superintendent.

Provides leadership in developing long-range plans, goals, and vision to meet optimum plant operations.

Understands both plant and distribution SCADA and possess the ability to make system adjustments.

Optimizes resources and personnel to complete efficient and effective operations.

Directs the department's overall performance to align with company goals and strategies.

Identifies and leads implementation of innovation and changes to process or programs.

Delivers on work programs to meet utility strategic plan.

Gathers and interprets data from various sources to make decisions.

Utilizes best practices for information storage to ensure records and documentation are maintained.

Provides monthly analysis of plant performance with regards to budget, chemical usage, and production. Provides written/verbal reports regarding significant issues pertaining to company operations.

Informs CEO/General Manager of overall organizational challenges and their status; presents solutions to challenges/problems.

Maintains a comprehensive, current knowledge of applicable laws/regulations; maintains an awareness of new trends and advances in the profession; reads professional literature; attends workshops, conferences and training sessions as appropriate.

Communication

Reviews reports, correspondence, and queries from member-customers, the general public and others; determines/initiates appropriate action/response in a professional and timely manner.

Is proficient in Microsoft Excel, Word, and PowerPoint.

Elevates communication and cooperation among staff to create a spirit of unity in the organization.

Builds and maintains trusted relationships with the public, local governments, vendors, and other individuals and organizations.

Represents the utility at various public forums, conferences, organizations and elsewhere as required.

Attends meetings, serves on committees, and makes presentations as needed.

Management

Communicates directly with plant staff and management staff; receives feedback and assists plant staff in understanding goals and vision of company.

Assists plant staff; responds to requests for policy implementation direction.

Analyzes internal operations and identify areas of process enhancement.

Monitors, coordinates, or conducts various projects as assigned; discusses projects with parties involved; gathers proposals and provides recommendations; tracks status and costs of projects.

Compiles or monitors administrative and/or statistical data pertaining to plant operations, projects, and programs; analyzes data and identifies trends; summarizes data and prepares reports.

Plans, directs, and conducts major special studies and projects as assigned and supervises the preparation and presentation of reports, findings, and recommendations.

Meets with contractors, vendors, and others as required to facilitate company business such as major infrastructure plant projects; facility construction, operation and maintenance; equipment maintenance, repair and replacement; safety and related issues.

Assures compliance to company, federal, state, and local business laws and regulations.

Staff Development

Focuses on employee development and retention by using communication skills, active listening, and counseling with employees, providing objective feedback to subordinates, motivating the workforce, and using effective conflict resolution skills.

Develops subordinates by providing training, developmental opportunities and career development discussions.

Creates a positive culture that empowers plant staff to make decisions and provides fulfillment.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is frequently required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms; talk or hear; and taste or smell. The employee is occasionally required to sit; climb or balance; and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 25 pounds, frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, and depth perception. While performing the duties of this job, the employee is regularly exposed to moving mechanical parts and may be exposed to toxic or caustic chemicals. The employee is frequently exposed to fumes or airborne particles and outside weather conditions. The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; extreme heat; risk of electrical shock; and explosives. The noise level in the work environment is usually moderate.

Education and Experience

B.S. degree in chemistry, biology, environmental science or related field and considerable water treatment experience, including considerable administrative, project management, and supervisory experience; or an equivalent combination of education and experience.

Special Requirement

Certification at Surface level A by the State of North Carolina for water treatment and Grade 1 or chemical physical certification for wastewater treatment.

Salary

Salary commiserate with education and experience. Excellent benefits package includes a generous company contributed 401a retirement plan, 100% employee health insurance coverage, paid holidays, PTO, and many more benefits.

Closing Date

Open until filled.

To Apply

Submit a resume and job application to Ron Sink, General Manager at: [rsink@davidsonwater.com](mailto:rsink@ davidsonwater.com). Questions regarding the position or application process may be directed to Mr. Sink at (336)731-5525. A copy of the application is available for download at: <https://www.davidsonwater.com/ContactUs/Employment.aspx>