



Position Announcement

Position: Water Operator III

Date Officially Opened: 10/01/2026

Hourly Starting Salary Range: \$26.84 to \$34.65 (DOQ)

Direct Supervisor: Operations Manager-South Division

Department: Operations

Section: Taylor Plant / Lewisville TX

Normal Work Hours: Day Shift 6:00am to 6:00pm, Night Shift 6:00pm to 6:00am, Rotating 3-4 Schedule

Position Function:

The Water Operator III exercises full operational control of all water treatment processes during assigned shifts. This role ensures the safe and reliable delivery of water to the distribution network while helping to protect public health and the environment.

This position is classified as Essential Personnel, requiring attendance as scheduled and during emergency response situations, including severe weather events when travel may be difficult, to maintain continuous plant operations and protect public health and safety.

Typical/Essential Duties:

- Responsible for maintaining consistent, high-quality water treatment performance. Actively monitor SCADA systems, respond to alarms, and make informed process adjustments to maintain system stability and water quality. Conducts regular inspections of pumps, valves, basins, and chemical systems, addressing routine issues directly and coordinating with Maintenance or Instrumentation teams for more complex repairs. Performs light preventive tasks such as checking oil levels, flushing lines, and inspecting equipment for visible wear, unusual noises, or leaks.
- Independently conducts in-house testing for parameters such as turbidity, pH, free and total chlorine, ammonia, chloramine, alkalinity, UV-254 absorbance, and total organic carbon (TOC) and use the results to make informed operational adjustments that support both regulatory compliance and treatment efficiency. Ensures proper sampling techniques, accurate documentation, and strict data integrity. Manage compliance with EPA regulations under the Safe Drinking Water Act (SDWA) and Texas Commission on Environmental Quality (TCEQ) standards. Coordinates with third-party laboratories for regulatory testing and maintains full chain-of-custody records.
- Oversees the operation and condition of the transmission and distribution system, ensuring reliable flow, pressure, and storage levels across the network. Regularly monitor system performance through SCADA and conduct detailed field inspections at pump stations, delivery vaults, and key locations. Have a strong understanding of how system components interact and use this knowledge to detect and address potential issues early, document system irregularities, such as leaks, misaligned valves, or access issues, and take immediate corrective actions when needed.

- Responsible for maintaining accurate and timely records of plant operations, laboratory results, and maintenance activities. Using tools such as OpenGov, Excel, and internal databases, ensures all data is properly entered, organized, and verified for accuracy. Prepares daily reports that include operational metrics, water quality results, equipment status, and any corrective actions taken. Analyzes historical data trends and uses insights to support system optimization and proactive decision-making.
- Serves as mentor and technical leader within the operations team by providing direct support in core functions, including water sampling, SCADA operation, routine maintenance, and operational troubleshooting. Documents individual competency progress, provide constructive feedback, and updates training manuals, SOPs, and development plans.
- Oversees plant-wide housekeeping standards, coordinates hazardous-material storage audits, verifies emergency-equipment readiness, including confined-space rescue and chemical-spill response scenarios. Ensures strict adherence to OSHA, TCEQ, and district safety policies, helps investigate incidents, and drives corrective actions through the Safety Committee.
- Plays a critical role in collecting, managing, and interpreting operational data across plants. Maintains data accuracy in entry and reporting using platforms such as SCADA, Excel, historian dashboards, and internal CMMS tools to support compliance and optimize treatment performance. Routinely logs and analyzes key performance indicators, including flow rates, permeability, turbidity, chemical feed rates, filter and membrane performance metrics such as TMP, flux, permeability, and disinfectant residuals. Prepares trend summaries for shift handovers and share insights with leadership to support operational strategy.
- Responsible for ordering bulk treatment chemicals, laboratory reagents, operational supplies, and administrative materials to ensure continuous plant operations. Monitors inventory levels, anticipates needs, and coordinates timely deliveries to avoid disruptions. Manages the logistics of sending water samples to third-party laboratories and tracks test results to ensure compliance and timely follow-up. Provides critical operational support to Maintenance, Instrumentation, Electrical, Construction, and Engineering teams. During construction projects, planned maintenance, or unexpected equipment failures, helps communicate schedules, system constraints, and operational requirements to ensure the safe and efficient execution of work.
- Reviews draft SWMORs for accuracy and completeness. Supports TCEQ inspections presenting SOPs, demonstrating process controls, answering technical questions, and escalating corrective actions associated with any noted deficiencies.
- Accurately completes administrative duties as assigned. Leads or participates in pilot studies, capital-project commissioning, and SOP revisions as assigned. Maintains organized records to support audits, compensation studies, and continuous-improvement initiatives.
- Performs additional duties assigned to support plant operations and team success.

Qualifications:**Education & Experience:**

- High School Diploma or GED is required.
- College coursework or a degree in Environmental Science, Water Technology, Biology, or Chemistry is preferred.
- Three (3) through five (5) of experience operating a medium-sized water treatment facility
- A valid Class 'B' Water Operator License issued by TCEQ is required upon hire.

Knowledge, Skills & Abilities:

- Must be able to read and comprehend technical documents, standard operating procedures (SOPs), safety protocols, regulations, memos and reports.
- Must be able to prepare analytical reports, process logs, inventories, and written communications for supervisors and team members.
- Strong attention to detail and data accuracy.
- Proficiency in Microsoft Word and Excel, familiarity with SCADA, CMMS, HMI systems, GIS mapping, and lab data systems is preferred.
- Ability to work in outdoor and industrial environments, including confined spaces.

Work Environment & Physical Requirements:

- Work involves exposure to hazardous chemicals, mechanical equipment, and varying weather conditions.
- Must be able to lift up to 50 pounds, climb ladders, and perform physical tasks.
- Must be available to work varying shifts (day or night), weekends, and holidays, and to respond promptly to emergency events as part of Essential Personnel duties. Interested candidates should be willing and able to meet these scheduling requirements.

Other Requirements:

- Valid Texas Driver's License is required.
- Must be able to pass applicable pre-employment Drug Screen, Physical, and Background Checks.

Application Process

- All applicants must complete an employment application and submit it to the District's Human Resources Department.

Position is considered "Open Until Filled."