Position Announcement

Position: Wastewater Operator III

Date Officially Opened: 10/29/2026

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

Direct Supervisor: Operations Supervisor

Department: Operations

Location (s): Aubrey, 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 Wastewater Operator III exercises full operational control of all wastewater treatment processes during assigned shifts. This role safeguards permit compliance by optimizing biological nutrient removal, solids handling, and disinfection, and coordinates complex maintenance and troubleshooting tasks.

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:

- Operates and manages all aspects of daily plant operations. Responsible for Operating and monitoring SCADA systems and field instrumentation to control treatment processes, including aeration basins, clarifiers, filtration and membrane systems, digesters, and dewatering. Adjust airflow, sludge wasting, recycle streams, and chemical dosing to maintain effluent quality within permit limits for BOD, TSS, ammonia, and phosphorus. Applies process optimization techniques to improve nutrient removal efficiency and reduce energy use and implement wet-weather strategies to prevent overflows.

- Coordinates with maintenance and instrumentation teams to schedule preventive maintenance and repairs. Prepares work orders, lockout/tagout permits, and confined space entries, ensuring compliance with safety procedures. Performs initial equipment diagnostics, escalates complex issues, and verifies repairs through CMMS documentation and functional testing. Links equipment performance with lab data to guide operational and maintenance decisions.

- Collects and analyzes samples in accordance with QA/QC standards. Uses plant data systems to monitor key performance indicators such as F:M and nutrient removal efficiency, recommending process adjustments as needed. Prepares chain-of-custody documentation, coordinates external lab testing, and resolves analytical issues by recalibrating instruments, repeating tests, or flagging questionable data.

- Maintains accurate operational records and prepares reports, including shift summaries, performance metrics, and regulatory documentation such as DMR's. Tracks KPI's (Key Performance Indicators) such as energy usage, treatment efficiency, and sludge production to support continuous improvement and budget planning.

- Provides training and guidance to operations staff on process control, troubleshooting, and data analysis. Collaborates with the leadership team to update training materials and SOP's.

- 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.

- Manage inventory and procurement of chemicals and supplies. Communicates planned outages and process changes to Engineering, Maintenance, and customer cities, providing clear impact assessments and mitigation strategies. Serves as operational liaison to third party laboratories, regulatory agencies, and sludge hauling contractors.

- Reviews draft DMR's for accuracy and completeness before approval, ensuring operational logs, lab results, and maintenance records align with reported data. Supports TCEQ inspections presenting SOP's, demonstrating process controls, and answering technical questions and escalates any corrective actions for any noted deficiencies.

- 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/Wastewater utility, Water Technology, Biology, or Chemistry is preferred.
- Three (3) through five (5) years of experience operating a wastewater treatment facility is required.
- A valid Class 'B' Wastewater Operator License issued by TCEQ is required upon hire.

Knowledge, Skills & Abilities:

- Knowledge of wastewater treatment principles.
- Ability to follow detailed instructions and standard operating procedures.
- 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."