

Please email all employment inquiries to [hr@cmwc.net](mailto:hr@cmwc.net)



## Senior Water Treatment Plant Operator

Title:	Senior Water Treatment Plant
Reports To:	Superintendent of Water
Division:	Production
Department:	Water Treatment
Function:	Operations & Maintenance-Head of
Framework:	Professional, Level 3 – Senior P
FLSA Classification:	Nonexempt
Job Type:	Full time
Starting Salary:	Compensation Band B3; Hourly <b>\$31.73 - \$74.04.</b>
Location:	Plant Complex, Lakewood, CO, USA

### I. Summary of Position

This position is an entry-level supervisory role for an experienced water treatment technician. Oversee the Consolidated's water treatment operator team, train, monitor, advocate processes improvements for the team, and perform routine operational and skilled technical work with the equipment, processes, and systems to report and advise on treatment performance, .and activities of targeted complexity with latitude for independent judgment in moderately structured work.

### II. Supervision Received

Works under the direct supervision of Superintendent of Water Treatment and the indirect supervision of the Chief of Operations & Maintenance.

### III. Supervision Exercised

Supervisory duties are applicable. Managing a team of plant operators at varying skill levels.

#### IV. Essential Duties and Responsibilities

Monitor and inspect water treatment equipment, processes, and performance by planning, communicating, training, and reviewing systems, materials, and the environment to ensure quality operation and management. Detect or assess problems, make recommendations and corrections, and evaluate to ensure optimum quantity quality; control the process, systems, instrumentation; and compliance with environmental and public health standards.

- Ensure appropriate selection, training, management, and evaluation of direct reports by organizing and leading plant operators of different skill levels to operate efficiently while encouraging and building mutual trust, respect, and cooperation among team members.
- Guide and motivate direct reports by setting standards, monitoring performance, and providing coaching and encouragement through relevant, timely feedback to develop and retain the best talent.
- Expand and maintain a solid knowledge of the industry developments by identifying opportunities and changes in circumstances or events related to the water treatment industry to apply new knowledge, skills, or abilities on the job and foster greater understanding among internal and external associates.
- Represent the organization to associates, stockholders, the public, government, and vendors by communicating respectfully and conveying a positive attitude with people inside and outside the Company in writing, or by telephone or e-mail to report information, updates, and share business-related news.
- Exercise good judgment and decision-making by evaluating options and selecting the best approach to make choices, solve problems, and promote safety in the workplace, especially in an environment frequently exposed to hazardous conditions and materials.
- Practice health and safety wellbeing techniques by monitoring and assessing individual wellness and utilizing Company provided resources to replenish from work demands, overtime, irregular hours, and emergency situations.
- Perform other duties as required.

#### V. Knowledge, Skills, and Abilities

- Expert knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing effective water treatment operations is required, and management principles are involved in coordinating people and resources.
- Intermediate ability, knowledge, and practical application of receiving, interpreting, and delivering clear, effective communication to take responsibility for understanding others and ensure regular information exchange occurs based on the needs of the work, individual, and situation.
- Intermediate ability, management knowledge, and leadership experience of identifying

the underlying principles, reasons, or facts by acquiring and evaluating data to interpret into meaningful patterns for informing, optimizing, correcting, and validating information and performance.

- Solid ability, advanced knowledge, applied theory of problem sensitivity, logic and reasoning, and sound judgment and decision making to materialize novel ideas and solutions to complex challenges, even in the face of ambiguity.
- Basic ability, common knowledge, and fundamental awareness and understanding of psychomotor competency concepts, preparation, performance, and maintenance technique requirements to perform the physical demands of this position.
- Novice ability, knowledge, and experience establishing and maintaining constructive and cooperative working relationships regardless of status, resolving differences, working together, and accomplishing goals.
- Novice ability, knowledge, and experience of gathering and analyzing sufficient, relevant information from various sources to make effective, timely, and transparent decisions about people, resources, and risk - in routine and emergency situations.
- Solid ability, advanced knowledge, and applied theory of selecting, implementing, and controlling specialized equipment to examine, maintain, and optimize operations.
- Top skills required for success: active listening • judgment and decision making • operation monitoring and analysis • operation and control • social perceptiveness • system analysis and evaluation • oral and written comprehension and communication.

## VI. Minimum Qualifications

### Education, Experience, Licenses & Certifications

- High school diploma or equivalent.
- Minimum of 6 years prior relevant experience in water treatment.
- Possess valid Colorado driver's license and be insurable by the Company's insurance provider.
- Class A Colorado Water Works Operators certification required.

## VII. Physical Demands

- Advanced general physical activities are required every day, which include:
  - frequent sitting: considerable use of your arms and legs and moving your whole body, such as standing, walking, bending, twisting, climbing, kneeling, crouching, stooping, crawling, lifting, balancing, and handling of materials; lift and operate tools, materials, and equipment up to 125 pounds
  - physical dexterity in the fingers, hands, and arms to use, handle, or move objects; in the body, and legs to bend, stretch, twist, or reach

- physical precision and steady, coordinated movement and equilibrium of the fingers, hands, arms, legs, and torso, especially when in an unstable position, to adjust the controls of a machine to exact positions
  - physical strength in exerting maximum muscle force to lift, push, pull, or carry materials
  - must wear standard protective gear and safety equipment every day due to exposure to contaminants and hazards
  - listens to and understand information and ideas presented through spoken words and sentences; hear sounds and other indicators
- Advance read and understand written information and ideas presented in writing; work in glare or low lighting conditions; color differentiation, depth perception, near vision, and focus
  - Convey information and ideas in oral and written expression so others will understand

## VIII. Work Environment

This position works throughout the various facilities of the treatment plant complex, including indoors, in an environmentally controlled setting, and outdoors exposed to weather conditions. Some exposure to contaminants, hazardous work conditions and equipment, and sounds or noise levels distracting or uncomfortable. Occasional overtime, shift duty, emergency on-call, and irregular hours (i.e., holidays, weekends) are required.

## IX. Benefits

Competitive salary and excellent benefits, including Medical • Dental • Vision • Flexible Spending • Life

Insurance • Disability Insurance • 401K matching • Tuition Reimbursement • Vacation • Sick Time • 8 Holidays • Pension • Dog-Friendly Headquarters • Professional Development • Wellness Program • and more.

## X. Notice

The Consolidated Mutual Water Company is a drug-free workplace. Successful candidates will be required to complete a drug screen, background check, and motor vehicle records review prior to employment.

The Consolidated Mutual Water Company is an Equal Opportunity Employer. Consolidated does not discriminate because of race, religion, color, sex, pregnancy, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All employment decisions are determined by qualifications, merit, and business need.

The specific statements shown in each job description section are not all-inclusive. They represent typical elements and criteria necessary to perform the job successfully. Reasonable

accommodations may be made to enable individuals with disabilities to perform the essential functions. It does not constitute an employment agreement between the employer and the employee and is subject to change as the employer's needs and requirements of the job change.

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