Job Title: Utilities Operational Readiness Superintendent

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DEPARTMENT:	County Engineering
DATE POSTED:	November 16, 2026
CLOSING DATE:	Open Until Filled
HIRING RANGE:	$97,536 - $152,000
POSITION NUMBER:	40005475
JOB TYPE:	Full-Time, 37.5 hrs/week, Exempt

THIS POSTING IS SUBJECT TO CLOSE WITHOUT NOTIFICATION

THIS POSITION QUALIFIES FOR A $6,000.00 SIGN-ON BONUS TO FULLY QUALIFIED CANDIDATES, UPON COMPLETION OF PROBATIONARY PERIOD

SUMMARY OBJECTIVE:

The Utilities Operational Readiness Superintendent is responsible for leading operational improvement initiatives, workforce development programs, and technical training strategies for the Utilities Operations Division.

Work is performed under the regular supervision of the Deputy Director of Engineering and Environmental Services (E&ES)

For more information about the Utilities Division at Durham County please visit: Durham County Utilities Jobs (dconc.gov)

ESSENTIAL FUNCTIONS:

The essential functions listed below are those that represent the majority of the time spent working in this class. Management may assign additional functions related to the type of work of the class as necessary.

- Develop and implement operational strategies to optimize wastewater treatment processes, improve efficiency, reduce costs, and ensure compliance with regulatory requirements.
- Analyze performance metrics, identify trends, and lead continuous improvement initiatives.
- Design, coordinate, and deliver technical training programs for operational staff.
- Develop training materials, competency assessments, standard operating procedures (SOPs), and workforce development plans.
- Provide technical guidance to plant supervisors and operators.
- Evaluate treatment processes, troubleshoot operational issues, recommend process improvements, and support implementation of new technologies and best practices.
- Assess workforce competencies, identify skill gaps, coordinate certification programs, mentor staff, and develop succession plans to ensure long-term operational excellence and workforce readiness.
- Monitor compliance with federal, state, and local environmental regulations. Support permit compliance, inspections, audits, corrective actions, and risk mitigation efforts.
- Ensure staff training aligns with regulatory requirements.
- Lead or participate in strategic projects involving operations, maintenance, engineering, safety, and information systems.
- Coordinate with internal stakeholders and external consultants to achieve project objectives.
- Prepare reports, presentations, training records, performance dashboards, and budget recommendations.
- Track training expenditures and support strategic planning efforts.
- Develop and oversee an Operational Apprenticeship Program.
- Serves as on-call manager during assigned rotations, coordinating operational response to utility-related incidents and customer issues.

KNOWLEDGE, SKILLS AND ABILITIES:

- Skilled in software applications and digital tools, including Microsoft Office Suite, CMMS platforms, diagnostic software and data dashboards.
- Knowledge of wastewater treatment processes (such as activated sludge, nutrient removal, solids handling, disinfection, and process control).

- Demonstrated knowledge of SCADA systems, process instrumentation, and basic mechanical and electrical systems to accurately interpret operational issues and identify maintenance needs.

- Ability to interpret operational data, identify performance trends, and translate technical findings into clear, actionable guidance for supervisors and staff.

- Strong communication and leadership skills to effectively provide guidance, resolve issues, and ensure consistent application of established procedures.

- Ability to assess training needs, build training plans and staff competencies, and mentor operational staff to maintain a capable and high-performing workforce.

- Ability to make sound decisions under pressure, adapt strategies to changing conditions, and build effective working relationships across teams.

    - Familiarity with regulatory requirements including National Pollutant Discharge Elimination System (NPDES) permit conditions and environmental compliance standards.

    - Skill in leading teams, influencing staff performance, and applying strategic thinking to address long-term workforce and operational needs.

- Proficient in using computers and office equipment, including printers, scanners, and telephones.

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

- Requires a bachelor’s degree in engineering, physical, biological, environmental science, or related field.

- Ten (10) years of experience in wastewater operations, including hands-on operator experience with three (3) years of relevant supervisory or management experience.

SPECIAL CERTIFICATIONS AND LICENSES:

- Must possess and maintain a valid driver’s license issued by the State of North Carolina with an acceptable driving record.

- Grade IV Biological Wastewater NC Water Pollution Control System Operator certification.

PREFERRED CERTIFICATIONS:

- Grade II Collections NC Water Pollution Control System Operator certification.

PHYSICAL DEMANDS:

- Performs sedentary work that involves walking or standing some of the time and involves exerting up to 10 pounds of force on a regular and recurring basis or sustained keyboard operations.

- Ability to walk, stand, bend, and navigate outdoor environments for extended periods during site inspections or investigations, typically averaging 4 to 10 hours per week and occasionally up to 20 hours depending on business needs.

UNAVOIDABLE HAZARDS (WORK ENVIRONMENT):

- Exposure to loud noise, heavy equipment, and other inherent construction-site hazards during field visits and inspections.

- Regular exposure to loud environments and operational hazards, including electrical systems, chemicals, and untreated raw sewage/biological pathogens, during routine work at the TWWTP.

- Occasional response to operational emergencies, compliance issues, equipment failures, or severe weather events, which may require extended or after-hours work and elevated stress until resolved.

STANDARD CLAUSES:

- May be required to work nights, weekends, holidays and emergencies (man-made or natural) to meet the business needs of Durham County.

- This job description is not designed to cover or contain a comprehensive listing of essential functions and responsibilities that are required of an employee for this job. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.

ESSENTIAL SAFETY FUNCTIONS:

- It is the responsibility of each employee to comply with established policies, procedures and safe work practices. Each employee must follow safety training and instructions provided by their supervisor. Each employee must also properly wear and maintain all personal protective equipment required for their job. Finally, each employee must immediately report any unsafe work practices or

unsafe conditions as well as any on-the-job injury or illnesses.

- Every manager/supervisor is responsible for enforcing all safety rules and regulations. In addition, they are responsible for ensuring that a safe work environment is maintained, safe work practices are followed, and employees are properly trained.

AMERICANS WITH DISABILITIES ACT COMPLIANCE:

Durham County is an Equal Opportunity Employer. ADA requires Durham County to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

BACKGROUND CHECK STATEMENT:

This position may be subject to a background check, which could include, but is not limited to, criminal history (employment-related and/or SBI fingerprint-based), credit history, motor vehicle records, educational verification, and checks of the sexual offender registry, depending on the specific requirements of the role. A conviction record does not automatically disqualify an applicant from employment consideration, unless otherwise required by applicable state law.