

CITY OF GILROY IS HIRING

SUPERVISNG WATER QUALITY SPECIALIST

Utilities Department, Water Section

\$8,000.33 – \$11,257.00 Monthly Plus Excellent Benefits

The final three steps (Step F, Step G, and Step H) included in the salary range listed above are available to employees in this job classification after completion of five years of service (Step F), ten years of service (Step G), and 15 years of service (Step H), one year at the prior step, and a good performance evaluation. Initial salary placement is typically at the entry point of the range unless the candidate has prior lateral work experience which may warrant initial placement at a higher step.

Opportunity to work a 9/80 work schedule with every other Friday off.

Note: To foster teamwork and collaboration in the department, organization-wide, and in the community, this full-time position works on-site/in-person.

The City of Gilroy is an equal opportunity employer and supports workforce diversity, equity, inclusion, and belonging. Join our team!

ABOUT THE POSITION

The City of Gilroy is seeking a knowledgeable, motivated, and service oriented Supervising Water Quality Specialist to join our Utilities Department. This vital supervisory role supports the community by ensuring that Gilroy's potable and recycled water systems meet the highest standards of safety, reliability and environmental compliance.

In this exciting opportunity, the Supervising Water Quality Specialist will work under the direct supervision of the Water Systems Superintendent performing journey-level duties and will supervise a variety of work in the collection and testing of water samples, maintenance of records and generation of reports relating to water quality, and research and evaluation of existing and proposed regulations to ensure compliance with local, state, and federal water quality regulations. The Supervising Water Quality Specialist will lead the development and implementation of the Backflow Prevention and Cross Connection Control Programs and will perform work associated with the operation, construction, and maintenance of the water system.

This is a non-exempt, supervisory position that is represented by AFSCME, Local 101, Supervisory Unit.

This position is ideal for individuals who thrive in both field and office environments, enjoy mentoring others and value public service. You will play a key part in safeguarding public health, interpreting data, preparing reports, recommending corrective actions, improving operational practices and support the long-term sustainability of Gilroy's water resources.



APPLICATION CLOSING DATE:

February 5, 2026

INTERVIEW PANEL DATE:

February 25, 2026

APPLICATION PROCESS

If you are interested in pursuing this exciting career opportunity, please attach and submit the following required items with your electronic NEOGOV application:

- A completed application along with responses to the supplemental questions.
- Cover letter that explains your specific interest in this position with the City of Gilroy is **required**.
- Detailed resume focusing on relevant work experience and education is **required**.
- Copy of Grade III Water Distribution Operator certificate **required**.
- Copy of Grade I Water Treatment Operator Certificate **required**.

**JOB DESCRIPTION & EXAMPLES OF WORK,
CLICK HERE:**

**[SUPERVISING WATER QUALITY
SPECIALIST](#)**

Apply at

www.CityOfGilroy.org/jobs



THE TEAM AND DEPARTMENT

The Water Section is dedicated to providing high quality water and reliable services to our customers in a safe and timely manner. We promote smart, long-term and sustainable use of water resources. We accomplish this by managing our resources, utilizing practical technologies, and providing employees with opportunities for growth and achievement.

THE IDEAL CANDIDATE WILL

- Have a strong understanding of water quality sampling, testing methods, and regulatory standards.
- Be knowledgeable in potable water distribution, treatment systems, and SCADA systems.
- Have experience and knowledge with Backflow Prevention programs.
- Effectively manage data, prepare reports, and maintain accurate records related to water quality and testing.
- Have experience in leading teams, supervising and training staff, and fostering a positive, collaborative work environment.
- Possess strong interpersonal communication skills and emotional intelligence.
- Be knowledgeable on California and Federal EPA Safe Drinking Water Act.
- Be skilled in the use of tools and equipment associated with operations, maintenance, and construction of water systems.
- Be comfortable performing physical tasks in confined spaces.
- Have experience addressing customer concerns with professionalism and empathy.
- Utilize MS Office Suite applications with high proficiency.

CANDIDATE PERSPECTIVE

This position offers exceptional opportunities for professional development by allowing you to gain advanced experience in water quality, distribution, treatment, and regulatory compliance. You will expand your leadership capabilities through supervisory responsibilities, training experience, and mentorship opportunities, while strengthening your technical knowledge in specialized areas such as backflow prevention, cross connection control and SCADA systems, telemetry and advanced water testing equipment. The role also provides access to City-supported professional training, certifications, and continuing education, helping you build expertise that directly supports long-term infrastructure improvements and the modernization of water systems. Altogether, this position establishes a strong foundation for growth into higher supervisory or managerial roles within municipal water operations.

EXAMPLES OF FIRST YEAR PROJECTS/ASSIGNMENTS:

- Refine improvements to water quality sampling schedules, workflows, and documentation process.



- Completion of the Annual Water Quality Report, SWRCB Electronic Annual Report and the Annual Water Loss Audit.
- Implementation of Gilroy's Backflow Prevention Program.
- Participate in updating and improving regulatory reporting templates and submission processes.
- Support hydrant and valve maintenance programs including data tracking and field coordination.

QUALIFICATIONS

- Graduation from high school OR a G.E.D. Graduation from an accredited college with an Associate's Degree in a related field of study of 60 semester units with coursework in chemistry, biology, microbiology, or related field is highly desired.
- Three (3) years field operations experience in public water systems. Experience in a lead role and/or training others preferred.
- Must possess a Grade III Water Distribution Operator Certificate issued by the State of California at time of application.
- Must possess a Grade I Water Treatment Operator Certificate at time of application.
- Possess at time of application, or obtain within twelve (12) months of appointment to this position, a Grade II Water Treatment Operator Certificate issued by the State of California.
- Possess at time of application, or obtain within twelve (12) months of appointment to this position, a Backflow Prevention Assembly General Tester Certificate.
- May be required to obtain a Cross Connection Control Program Specialist Certificate within twelve (12) months of appointment to this position.
- Possess and maintain a valid California Driver License and safe driving record. Obtain and maintain a valid Class A Driver License with pertinent endorsements with the probationary period. Must participate in the Department of Transportation Drug and Alcohol Testing program, which includes submission to random drug and alcohol testing.
- Subject to work on weekends, holidays, variable shifts, and emergency call back. Subject to scheduled 7 day paid standby duty on a rotation basis.
- When subject to assignment on paid standby duty, must reside within sixty (60) minutes normal driving time of the City Corporation Yard. Normal driving time is most direct route, at the speed limit.
- Pass an employment background check to include a Department of Justice criminal record check and a credit check.
- Must pass a post-offer medical examination, which includes a drug test.
- Prefer non-tobacco user.

REPRESENTATION:

AFSCME (American Federated Society of County and Municipal Employees)

BENEFITS OFFERED:

May vary based on position and MOU. See more at information at: www.cityofgilroy.org/164/Benefit-Summaries

- Medical, dental, and vision
- Vacation leave, sick leave, and other paid time off
- CalPERS retirement pension plan
- Flexible spending accounts
- Pre-tax deferred compensation plans including a City contribution
- City-paid life and long-term disability insurance, and employee assistance program
- Commuter benefit program

IMPORTANT INFORMATION:

Prior to appointment and given at the City's expense, final candidates are required to pass an employment background check, State of California Department of Justice criminal records check, and as applicable: medical evaluation and drug screen (includes testing for psychoactive marijuana metabolites).

If special accommodations are necessary at any stage of the selection process, please contact Human Resources.

Human Resources can be reached at:

(408) 846-0228

Apply at www.CityOfGilroy.org/jobs

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City Application Form – Candidates must complete the NEOGOV City of Gilroy application form for this position and submit it online. Please prepare attachments prior to completion of the NEOGOV application as incomplete applications will not be accepted.

Apply Online:

Go to www.CityOfGilroy.org/jobs. You can apply online by clicking on the job title you are interested in and clicking on the "Apply" link. After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been

established, you can import your resume from LinkedIn, upload it from a saved document on your computer, or manually enter your personal information. This application will be saved and used to apply for future job openings.

Only complete application packets will be reviewed. Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a background check, State of California Department of Justice criminal records check, medical evaluation, and drug screen (to include testing for psychoactive marijuana metabolites), given at the City's expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact the Human Resources Department right away at 408-846-0228.

Attention: Communication regarding your status in this recruitment process will be conducted via e-mail. Be sure to include an e-mail address on the employment application. Applicants are responsible for notifying Human Resources of any changes to an e-mail address and/or other contact information.

THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY, EQUITY, INCLUSION, AND BELONGING. JOIN OUR TEAM!

