



City of Oceanside Water Treatment Superintendent

SALARY	\$5,193.69 - \$6,960.00 Biweekly \$11,253.00 - \$15,080.00 Monthly \$135,036.00 - \$180,960.00 Annually	LOCATION	City of Oceanside, CA
JOB TYPE	Full Time	JOB NUMBER	26-33
DEPARTMENT	Water Utilities	OPENING DATE	10/01/2025
CLOSING DATE	10/24/2025 4:00 PM Pacific		

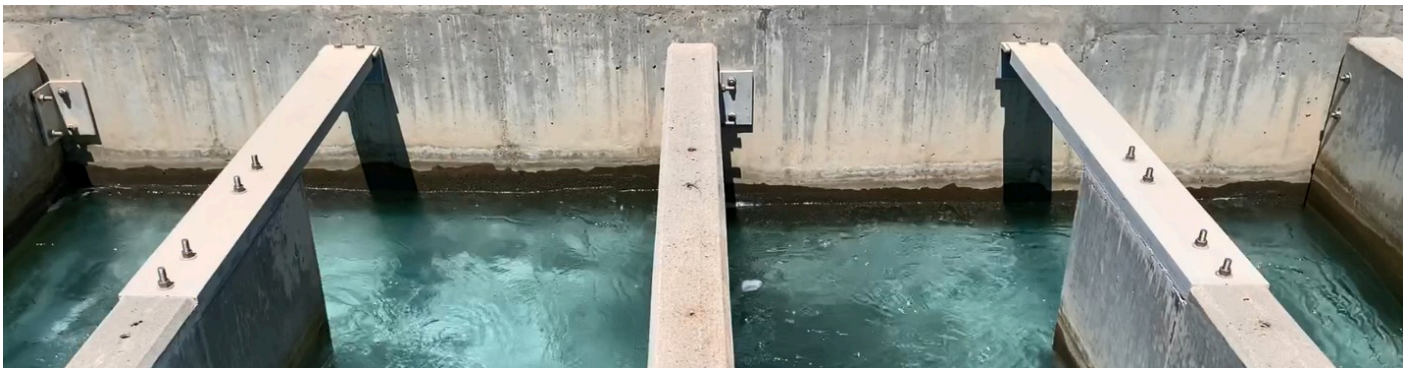
Introduction



About Oceanside's Water Utilities Department & Our Water Treatment Plants

The City of Oceanside is accepting applications for the position of Water Treatment Superintendent in the Water Treatment Plants Division, which is responsible for the efficient production and delivery of safe drinking water to all Oceanside residents.

The Oceanside Water Utilities Department is an innovative and forward-looking organization whose goal it is to ensure ongoing access to safe, affordable drinking water & reliable wastewater collection & treatment services by maintaining top talent, resource resiliency, dependability, and system efficiency.



About the position

Under the general direction of the Water Utilities Division Manager, the Superintendent will supervise, plan and coordinate the operation and maintenance of water treatment plants to ensure compliance with regulatory requirements, oversee operation of water testing and labs, participate in capital improvement projects related to water treatment facilities, and perform a variety of related tasks. This position is essential to ensuring our dependable water treatment system continues to operate well.



You should be excited about this opportunity because you will...

- Apply various levels of training and experience to become an integral part of our water treatment system.
- Oversee regulatory compliance and day-to-day operations of water treatment facilities.
- Be progressively relied to manage each aspect of our water treatment plants.
- Collaborate with operation and maintenance staff to improve processes and protect our capital assets.
- Utilize a modernized SCADA system to remotely monitor processes in addition to manually reading and operating the system.

Who we are looking for...

The ideal candidate for this position will be confident in water treatment processes and plant oversight, and will be able to make decisions that ensure safe, efficient and reliable production of drinking water for Oceanside's residents,

businesses and tourists.



If this sounds like you, keep reading!

Examples of Duties

Assumes responsibility for the activities and operations related to water treatment in providing a safe and reliable water supply; serves as Chief Plant Operator as defined by California code; plans, supervises, prioritizes, monitors, and participates in the work of staff responsible for the maintenance and operation of the water treatment plants and related production/storage systems; ensures compliance with state, federal, and local mandates for water quality; making plant operation modifications as needed. Reviews and approves payment of invoices and creates staffing scheduled for the water treatment plants.

Plans, organizes, assigns, supervises, and reviews the work operations staff; trains staff in work procedures; evaluates employee performance, counsels employees, and effectively recommends initial disciplinary action; assists in selection and promotion.

Monitors water production activities, provides recommendations concerning process changes and reviews with appropriate management staff; makes operational decisions that affect water quantity and/or quality; implements improvements.

Supervises and performs tasks related to the maintenance, repair, and construction of water production and treatment plant facilities, wells, reservoirs, tanks, equipment and related control system; inspects the maintenance and repair of equipment for quality, compliance with applicable standards, and proper operation.

Oversees lab operations for each treatment plant, ensures water testing equipment is in working order, and work is performed safely. Supervises laboratory analysis programs for untreated and treated water samples and is responsible for operating and systems modification based on test results. Performs careful analysis of lab data, testing schedules and testing methods. Provides guidance on testing procedures. Prepares a variety of water quality and water use reports for regulatory agencies and internal operations; acts as a Department representative to regulatory agencies; works with Compliance Officer to ensure all regulatory requirements are being met; prepares responses to questions from regulatory agencies; acts as a liaison to the public on water quality issues.

Responds to complaints and inquiries from the public.

Attends and participates in professional group meetings and regulatory agency meetings; stays abreast of new trends and innovation in the field of water production and water quality; directs and participates in the incorporation of new developments into program areas, as appropriate.

Evaluates and recommends the best use of supplies, materials, equipment, requisitions, and inventories; Evaluates staffing requirements and utilization of staff; develops and directs staff safety training programs; oversees safety of assigned staff and monitors works; schedules staff work assignments.

Participates in the development of goals, objectives, policies and procedures for treatment facilities; recommends and implements policies and procedures including standard operating procedures.

Oversees and participates in developing project plans for system improvements on existing facilities or temporary systems; works with engineers and consultants to minimize system disruptions. Tests new equipment, recommends improvement to newly installed equipment. Reviews project plans and drawings as submitted by developers and engineering staff; makes recommendation based on operational experience. Implements computerized process control equipment and software.

Maintains files, databases, and records related to water treatment and production.

Administers and monitors approved budgets and assists with capital improvement budgets; prepares operational and capital improvement budgets; analyzes annual operating costs and makes recommendations for budget development and improvements in operating costs; prepares project cost estimates and analysis; may develop staff reports & presentations for City Council meetings; may attend City Council meetings to give presentations or to provide technical support.

Enforces rules, regulations, policies and procedures relating to the operation of the water treatment system and waste discharge requirements prescribed in all applicable sections of the Clean Water Act and the California Water Code.

Establishes positive working relationships with representatives of community organizations, state/local agencies and associations; City management and staff, and the public.

Minimum Qualifications

Knowledge of:

- Operational characteristics, services and activities of a comprehensive water treatment program;
- Surface and groundwater treatment methods;
- Water treatment processes including chemical treatment, filtration, and advanced methods of sampling and analysis of water;
- Knowledge of chemical and bacteriological principles, terminology, analytical techniques and methods and equipment pertaining to the analysis of water and drinking water;
- Functions and mechanics of water treatment plant machinery and equipment, and routine and emergency services and maintenance requirements;
- Standard principles of biology, chemistry and mathematics as related to water treatment;
- Mechanical and electrical systems;
- Advanced materials, methods, practices and equipment used in water treatment systems maintenance and repair activities;
- Occupational hazards and standard safety precautions;
- Principles and procedures of record keeping and reporting;
- Principles of municipal budget preparation and control;
- Principles of supervision, training and performance evaluation;
- Pertinent Federal, State, and local laws, codes and regulations;
- Computerized Maintenance Management System (CMMS), Supervisory, Control, & Data Acquisition (SCADA) and Microsoft Office software applications;
- Elements of construction technology and civil engineering as related to assigned construction and expansion projects.

Ability to:

- Plan, assign and direct the activities of employees engaged in the operation of water treatment systems;
- Organize, direct and implement operation and maintenance schedules;
- Select, supervise, train and evaluate staff;
- Oversee the operation and maintenance of water treatment machinery and equipment;
- Perform responsible and difficult work involving the use of independent judgment and personal initiative;
- Understand, interpret and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed;
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals;
- Communicate clearly and concisely, both orally and in writing;
- Establish and maintain effective working relationships with those contacted in the course of work.
- Use industry related software applications to operate & monitor plant, manage assets, and communicate with other staff members;
- Respond to complaints or inquiries from citizens, staff, and outside organizations;
- Evaluate laboratory methods and data;
- Coordinate and compile information and statistics into complete records and reports;
- Prepare, review, approve regulatory reports;
- Identify design needs and determine if engineering design meet facility needs, based on specification;

Experience and Training

Experience: Five (5) years of increasingly responsible experience in the operation and maintenance of water treatment facilities including two years of supervisory or lead responsibility in water treatment facilities.

Training: Associate of Arts in water treatment, waterworks management, environmental science or a related field.

OR

60 semester units (90 quarter units) of college level coursework in water treatment, waterworks management, environmental science or a related field.

License/Certificate:

Possession of, or ability to obtain, an appropriate, valid driver's license.

Possession of a State Water Resource Control Board Water Treatment Operator Grade V certification.

Working Conditions and Selection Process

Environmental Conditions: Water treatment plant environment; exposure to moderately loud noise, dust, grease, smoke, fumes, gases, potentially hazardous chemicals, electrical energy; regularly work near moving mechanical parts. Exposure to hot, humid, cold and wet conditions. Work around water.

Physical Conditions: Essential functions may require sitting, standing, walking on level and slippery surfaces, reaching, twisting, kneeling, bending, stooping, squatting, crouching, grasping, crawling and making repetitive hand movement in the performance of daily duties. Climbing ladders and work in confined spaces. Ability to see with or without correction, sufficient to read a computer, printed documents and operate equipment. Ability to hear within normal range with or without correction. Ability to lift, carry and push tools, equipment and supplies weighing 25 pounds or more.

Selection Process: All properly completed applications will be reviewed and the most appropriately qualified individuals will be invited to continue in the selection process. Failure to provide all required application materials will result in disqualification from the selection process. The process may include any combination of written exam, oral exam, application appraisal, and/or skills assessment to further evaluate job-related qualifications. Candidates who successfully complete the selection process will be placed on the Eligibility List for a minimum of twelve months.

Note: Prospective employees will undergo, and must successfully pass, a background reference check (including fingerprinting) and a medical examination. Drug screening may be required.

RESUMES WILL NOT BE ACCEPTED IN LIEU OF COMPLETED APPLICATION FORMS, BUT MAY BE ATTACHED. CANDIDATES WHO REQUIRE A REASONABLE ACCOMMODATION IN THE SELECTION PROCESS SHOULD STATE THEIR NEEDS IN WRITING WHEN SUBMITTING AN APPLICATION PACKAGE.

THE PROVISIONS IN THIS BULLETIN DO NOT CONSTITUTE AN EXPRESSED OR IMPLIED CONTRACT. ANY PROVISION CONTAINED IN THIS BULLETIN MAY BE MODIFIED OR REVOKED WITHOUT NOTICE.

***ANTICIPATED RECRUITMENT TIMETABLE:**

Recruitment Closes - Friday, October 24, 2025, 4:00 P.M.

Initial Interview Panel: Week of November 17, 2025

*Please note, all dates and/or timeframes are subject to change.



Employer

City of Oceanside

Address

300 North Coast Highway, City Hall South

Oceanside, California, 92054

Phone

760-435-3511

Website

<http://www.ci.oceanside.ca.us>

Water Treatment Superintendent Supplemental Questionnaire

*QUESTION 1

Do you possess a Water Treatment Plant Operator, Grade V certificate issued by the California State Water Resources Control Board? Attach a copy to your application. If no, you do not qualify for this position.

- ☐ Yes
- ☐ No

*QUESTION 2

What is the highest level of education you have attained? Please attach a copy of your degree or unofficial transcripts to the application.

- ☐ Associate of Arts in water treatment, waterworks management, environmental science or a related field.
- ☐ 60 semester units (90 quarter units) of college level coursework in water treatment, waterworks management, environmental science or a related field.
- ☐ Bachelor's Degree
- ☐ Master's Degree or higher
- ☐ I do not have have any other formal education beyond high school.

*QUESTION 3

Describe your work experience performing functions relative to the supervision of a water treatment facility. Include employer(s) name(s) and dates of employment (From - To) and number of employees supervised.

*QUESTION 4

Describe your work experience with preparing budgets and capital improvement projects related to drinking water treatment. Include employer(s) name(s) and dates of employment (From - To).

*QUESTION 5

Describe your work experience in planning and directing the activities of employees engaged in the operation of drinking water treatment systems. Include employer(s) name(s) and dates of employment (From - To).

*QUESTION 6

Describe your experience dealing with regulatory agencies and regulators with regard to drinking water treatment compliance. Include employer(s) names(s) and dates of employment (From-To).

***QUESTION 7**

Describe your work experience in responding to and answering citizen inquiries and complaints. Include the employer(s) name(s) and dates of employment (From-To).

***QUESTION 8**

CERTIFICATE OF APPLICANT: I certify that all statements and information provided in this application and any attachments are true, and I understand that any false or misleading statements or omissions of material facts may forfeit right to employment considerations by the City of Oceanside.

☐ Yes

☐ No

*** Required Question**