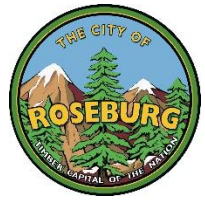


**EMPLOYMENT OPPORTUNITY**  
**City of Roseburg, Oregon**  
**WATER TREATMENT PLANT SUPERINTENDENT**  
**\$7,044 - \$9,017/month**



**Applications Close – 5:00 p.m., Thursday, August 21, 2025**

*Essential competencies of this job are described under the headings below. They may be subject to change at any time. The omission of specific statements of duties does not exclude them from the position, if the work is similar, related, or a logical assignment to the position. The job description does not constitute an employment agreement between the employer and employee and may be changed by the employer at any time.*

### **GENERAL POSITION SUMMARY**

Supervises all tasks and personnel of the water treatment plant division. Works under the general supervision of the Public Works Director or designee who establishes major objectives and reviews work for results obtained. Responsible for supervising Water Plant Operators and/or all division maintenance workers per the City's Personnel Policies and the represented employees' contract. Prioritizes outlines and assigns daily tasks and/or projects and reviews completion of work assigned. Does all related work as required.

### **ESSENTIAL FUNCTIONS**

*Unless specifically identified as a "Non-Essential Job Function", the information included in this job description, and any referenced supplemental documents, is considered an "Essential Job Function". Temporary modifications to provide reasonable accommodations, or transitional work assignments, do not waive any of the essential functions for this position.*

*These duties are a representative example; position assignments may vary depending on the business needs of the department and organization.*

*The following information is not all-inclusive.*

- May perform all duties of the Water Treatment Plant Operator.
- Oversees daily operations to ensure compliance with City, State and Federal water quality standards.
- Ensures safe operations in accordance with Oregon OSHA standards.
- Responsible for supervision of division expenditures and resources.
- Prepares recommended division budget.
- Assists the Public Works Director or designee in all administrative functions of the division.
- Acts as the Direct Responsible Charge (DRC) for the City's water treatment operation.
- Schedules, performs and/or assigns regular maintenance of the treatment plant in order to ensure continuous operation in a safe and reliable manner.
- Recommends and assists Public Works Director or designee in delivering capital and maintenance projects as outlined in the Water Treatment Facilities Preliminary Design Report and/or Water System Master Plan.

## KNOWLEDGE, SKILLS & ABILITIES

- Thorough knowledge of all aspects of the operations and maintenance of a water treatment plant.
- Thorough knowledge of the operation and maintenance of centrifugal pumps.
- Thorough knowledge of laboratory testing procedures.
- Thorough knowledge of characteristics and applicability of different chemicals.
- Knowledge of the operations of an automated treatment plant system.
- Ability to analyze raw water and apply data chemical introduction to water.
- Ability to keep legible, accurate records.
- Ability to supervise.
- Ability to effectively communicate orally and produce written reports.
- Ability to compute numbers and chemical formulas.
- Ability to make decisions and explain policy.
- Ability to organize and schedule personnel and varied tasks.

## WORK STANDARDS

- Regular attendance and punctuality.
- Speak and act truthfully.
- Conduct oneself with integrity, morality, character, and trustworthiness.
- Exhibit self-control.
- Detail-oriented.
- Thorough when completing work tasks.
- Accept supervision and constructive criticism.
- Calmly and effectively process high stress situations.
- Reliable, responsible, and dependable.
- Willingness to take on responsibilities and challenges.
- Independence of action under industry standards and practices and department guidelines is stressed.

## EDUCATION & EXPERIENCE

*Education and experience requirements listed are minimum standards. Other equivalent combinations of education, certifications, training, and experience may be considered.*

Education: Graduation from high school or completion of the equivalent GED certificate.

Two years of college level training in water works or related field.

Experience: Three years of experience as Water Plant Operator or similar position.

Five years of progressively responsible experience in the water treatment field including supervisory experience.

Any satisfactory equivalent combination of experience and training which ensures the ability to perform the work may substitute for the above.

## SPECIAL REQUIREMENTS & CERTIFICATIONS

Possess valid Oregon Driver's License, with acceptable driving record, at time of employment. New employees establishing resident status in the State of Oregon must obtain an Oregon driver's license within 30 days.

Possession of or ability to obtain a valid Oregon Water Treatment Plant Operators Certification Grade WT III within one year of employment.

Post-offer physical and background.

## **WORKING CONDITIONS**

*The City of Roseburg is committed to complying fully with the Americans with Disabilities Act (ADA) and Oregon's Disability Accommodation and Discrimination laws. We are also committed to ensuring equal opportunity in employment for qualified persons with disabilities. The City of Roseburg will make reasonable efforts to accommodate a qualified applicant or employee with a known disability, to perform the essential functions, unless such accommodation creates an undue hardship on the City of Roseburg's operations, or a safety risk to employee or coworkers, or removes an essential job function. Employees should request an accommodation as soon as it becomes apparent that a reasonable accommodation may be necessary, to enable the employee to perform the essential duties of a position, or to participate in the employment process. To discuss an accommodation request, please contact John VanWinkle, Human Resource Director.*

While performing the duties of this job, work is performed both indoors and outdoors with a noise level and weather which may vary. Work is often performed alone and at various hours and for extended periods. Requires the ability to work with various chemicals, liquids, dust and odors. Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Requires the ability to perform a full range of motion with lifting and/or carrying supplies, materials, equipment and/or items weighing up to 50 pounds.

*The factors described herein are representative of, but not all-inclusive of, those that must be met by an individual to successfully perform as a Water Treatment Plant Superintendent.*

## **BENEFIT SUMMARY**

The City of Roseburg provides a comprehensive benefit package to employees including Medical, Vision, Dental, Long-Term Disability, Life Insurance and various voluntary benefits including MASA Medical Transport Solutions and Aflac. The City participates in the State of Oregon Public Employees Retirement System (PERS) and currently pays the entire contribution on behalf of employees. All full-time employees working over 20 hours per week are eligible for medical benefits the first of the month following their date of employment. Links to the complete benefits resource guide can be found at

<https://www.cityofroseburg.org/departments/human-resources/employee-benefits>

### **Insurance Benefits:**

- Medical, vision and dental benefits for employee and family, paid at 100% by the City with the opportunity to buy-up to a lower deductible plan.
- Life and Accidental Death and Dismemberment Insurance – policy value of \$25,000 paid by the City.
- Long-term disability insurance provided by the City.
- Health Reimbursement Account (HRA-VEBA) contributions provided by the City.

### **Additional Benefits:**

- Paid vacation, sick leave, and holidays.
- Employee Assistance Program (EAP).
- The City has a fully equipped fitness center available 24 hours a day.

## **VETERANS' PREFERENCE**

The City of Roseburg follows Oregon law regarding Veterans' Preference; you must complete the Veteran's Preference Form and attach a copy of your DD214 / DD215. If you are a disabled veteran, you must also include a copy of your Veteran's Administration benefit summary/award letter with your application.

**HOW TO APPLY?** Complete an application form available via one of the following methods.

**Electronically:** <https://www.cityofroseburg.org/departments/human-resources/employment>

**In-Person:** City of Roseburg – Administration, 900 SE Douglas Avenue, Roseburg, OR 97470

**Email:** [jobs@roseburgor.gov](mailto:jobs@roseburgor.gov)

Submit completed application to Human Resources by the closing date listed in the job announcement. Applications must be received or postmarked no later than 5:00 p.m. on the closing date. All required documents should be presented with the application. Resumes are accepted in addition to, not in lieu of, the City of Roseburg application form.

**Selection Process:** Applications are thoroughly reviewed and screened by the Human Resources Office. Since these are competitive selection processes, applicants whose backgrounds appear to most closely match the needs of the particular vacancy will be considered. Once the screening is complete, Human Resources notifies all candidates of their status. This process can take from one to four weeks after the closing date. Due to the number of applicants and the limited number of job opportunities, not all applicants proceed in the recruitment process. The City of Roseburg does not discriminate on the basis of disability in the admission to, access to, or operations of its programs, services or activities. The City of Roseburg does not discriminate on the basis of disability in its hiring or employment practices.

**Questions:** Please direct questions to the City of Roseburg Administration Office at 541-492-6866.

**Equal Opportunity Employer**

## Roseburg – The Hub of Southern Oregon

The City of Roseburg is situated at the heart of the Hundred Valleys of the Umpqua in scenic, Southwestern Oregon. On Interstate 5, it is 67 miles south of Eugene, and 123 miles north of the California border. Traveling by State Highway 38/138 or 42, Roseburg is about 80 miles inland from the Pacific coastal communities Reedsport and Coos Bay. Highway 138 continues east from the city along the North Umpqua River. It is 79 miles to Diamond Lake at the summit of the Oregon Cascades and just 20 miles more to Crater Lake National Park.

The elevation is 465 feet, and features a mild, fair seasonal climate. Winters are cool without much freezing and provide most of the rainfall that brings blossom-filled springs. A warming trend begins in April and May, continuing into the summery days of July and August. Fall weather is pleasant and crisp, producing brilliant leaf colors in late October. The Hundred Valleys of the Umpqua have been compared geographically and climatologically with Italy and Southern France. Extremes of heat and cold are rare. The summer humidity is low, and snowfall is rare on the valley floor. The normal growing season is 217 days. Roseburg enjoys one of the lowest average wind velocities in the United States.

Roseburg is the county seat and largest city in Douglas County. The population is 24,258 with an urban daytime population of approximately 60,000. Roseburg is the hub of retail, government activity and medical services for Central Douglas County. The City is served by Roseburg School District #4, which has an excellent reputation and community support. Umpqua Community College is 5 miles north of the City and offers a varied curriculum with extensive adult education and community-oriented classes. Multiple locations at the college are available for cultural activities, and there is a thriving community theater group with its own venue in a city park.

The city boasts numerous park areas, including tennis courts, soccer and ball fields, a 9-hole golf course, skate park, disc golf course, dog park and walking trails. Roseburg is the location of choice for many who seek a high-quality living environment at a reasonable price. Various community events, including Graffiti Week, Art and Wine Festivals and Music on the Half Shell, among others, are held throughout the year for local residents and tourists.

For Roseburg area tourism information go to [www.experiencerooseburg.com](http://www.experiencerooseburg.com)

There are numerous shopping opportunities from specialty shops in historic downtown to nationwide chain stores. Housing is available in various price ranges. Roseburg's economy has diversified in recent years while retaining strong ties to its natural resource base. Efforts to bring clean industries and new jobs to the area have been fruitful and are continuing through support by a coalition of government agencies and funding. In recent years, the retirement and senior population has grown considerable, and various residential facilities have been constructed to meet the needs of this segment of population.

Local wineries are an expanding area of economic development with many being recognized in national and international competitions. Umpqua Community College built the Southern Oregon Wine Institute as a center for classes, a training winery and activity center to prepare students for jobs in the industry and to function as a research industry for all Southern Oregon.

