

Job Posting: Superintendent of Water Operations

Organization: Donala Water & Sanitation District

Location: Colorado Springs

Reports To: General Manager

Team Size: ~16 employees

About Us

Donala Water & Sanitation District is a small, community-focused utility serving our residents with safe, reliable water and wastewater services. As a Title 32 Special District in Colorado, we pride ourselves on our collaborative team culture, flexibility, and commitment to service. With a staff of about 16, we value every team member for their expertise, adaptability, and willingness to pitch in wherever needed.

Position Summary

The Superintendent of Water Operations is a key leadership role responsible for the day-to-day oversight and strategic direction of our water utility functions. In our small organization, you won't just be a leader; you'll be an integral member of a close-knit team, working side by side with staff across all areas. You'll have the opportunity to be hands-on, jump in to help in different roles, and learn from a wide variety of projects and situations.

This position is ideal for someone who thrives on variety and wants to be deeply involved in all aspects of utility operations, from treatment and distribution to maintenance, emergency response, and regulatory compliance. You'll help shape our operational culture, coordinate across departments, and ensure our customers receive exceptional service.

What Makes This Opportunity Unique

- **Broad Exposure:** Get involved in every facet of small utility operations; no two days are the same.
- **Tight-Knit Team:** Build strong relationships and make a direct impact alongside dedicated, cross-trained colleagues.
- **Professional Growth:** Gain experience in a variety of utility functions, regulatory topics, and leadership situations, ideal for those who want to broaden their skills and advance their careers.
- **Community Impact:** See the results of your work directly benefit the people you serve.

Key Responsibilities

- **Lead and Coordinate Water Operations:** Oversee water treatment, distribution, maintenance, and raw water management, ensuring compliance with all regulatory requirements.
- **Teamwork and Flexibility:** Work closely with a small staff, assisting in various roles as needed and fostering a culture of mutual support and learning.
- **Project and Asset Management:** Participate in capital improvement planning, GIS-based asset management, infrastructure projects, and system reliability efforts.
- **Regulatory Compliance:** Ensure all activities meet state and federal standards, working with Colorado Department of Public Health and Environment (CDPHE) and technical experts.
- **Emergency Preparedness:** Lead planning and response for operational emergencies, collaborating with internal and external partners.
- **Communication:** Serve as a bridge between operations, finance, customer service, and executive leadership, ensuring clear, transparent, and proactive communication throughout the organization.
- **Staff Development:** Mentor and support team members, promoting a positive, accountable, and growth-oriented culture.
- **Financial Collaboration:** Work with the General Manager and finance staff on budgeting, capital planning, and aligning operational and financial priorities.

Qualifications

- Five (5) or more years of progressively responsible experience in water utility operations, with demonstrated leadership or supervisory experience.
- Experience with water treatment, distribution, maintenance, and regulatory compliance; wastewater experience a plus.
- Strong communication, facilitation, and organizational skills.
- Ability and willingness to work flexibly across roles and departments as needed.
- Colorado State Water Operator certifications (Class A or B required).
- Valid Colorado Driver's License.
- Experience in a small utility or public-sector environment is highly valued.

- Demonstrated experience in financial management, with a proven ability to develop and execute strategic plans that ensure the long-term sustainability and growth of the organization.

Salary & Benefits

Salary Range: \$100,000 – \$125,000/year (DOE, including certifications and experience)

Benefits:

- District-paid health, dental, and vision insurance
- Retirement plan with employer contributions
- Paid time off (vacation, sick, holidays)
- Professional development and certification support
- Stable public-sector employment with meaningful community impact

How to Apply

This position is open until filled. Please submit your resume and cover letter to christinah@donalawater.gov or apply on our website www.donalawater.org.