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Position Description

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Treatment plant operator

Division **Water Department**

Rate **\$37.33 - \$42.20 Hourly**

Closing Date **Open Until Filled**

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Posting Date:

2/10/26

Department:

Water - Treatment and Operations

Job Code:

C598 (#1594)

Sequence #:

003

Number of Hours Per Week:

40

Additional Work Hours Information:

three shifts per week on a rotating schedule

Union Affiliation:

Teamsters Local 25

of openings:

1

Type of Employment:

Regular

Civil Service Type:

Official Service

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Perform monitoring, operational and maintenance tasks necessary for the proper operation of all aspects of the Walter J. Sullivan Water Purification Facility, remote facilities, and system-wide SCADA network. Independently operate plant and residual system without supervision. Demonstrated ability to troubleshoot and solve operational problems during emergency scenarios and scheduled maintenance projects. Perform and coordinate maintenance tasks as necessary to maintain/improve plant operations. Routine contact with contractors, suppliers, internal employees and occasional contact with customers and the public.

- Perform operational tasks to ensure water quality is maintained at predetermined levels that meet all regulatory requirements.

- Responsible shift charge for plant operation and maintenance while working alone.
- Monitor, interpret, report and archive data from the treatment plant and distribution SCADA systems.
- Support and monitor all energy conservation initiatives.
- Perform testing, calibration checks, maintenance and emergency repairs on operational equipment and instrumentation as directed.
- Collect raw and finished water samples; perform necessary procedures to measure water quality criteria.
- Assist in the creation of procedures and guidelines for optimizing operational, instrumentation and emergency response activities and tasks.
- Maintain accurate records of daily tasks, treatment data, equipment operation and maintenance.
- Perform custodial duties at treatment plant.
- Perform emergency coverage as required.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

MINIMUM REQUIREMENTS:

- Valid Commonwealth of MA Drinking Water Supply Facilities Certified Grade 3T (or C) Full or 3T (or C) OIT Operator License required with three years' experience working in a Drinking Water Treatment facility.
- Grade 2T full or Grade 2T OIT Operator License with 5+ years' experience working in a grade 3 or 4 Facility will also be accepted.
- Successful candidate/employee is required to obtain the Full 3T (or C) license within 18 months of employment. Failure to meet this requirement may result in termination of employment.
- Knowledge and experience in potable water treatment and disinfection plant operation and maintenance.
- Ability to comprehend complex problems. Ability to apply knowledge, judgment, and tact to work towards a resolution.
- Ability to actively participate in projects through successful completion.
- Ability to function in a team environment; associated skills to resolve problems and obtain positive results.
- Excellent communication skills.
- Ability to deal with customers in a manner that fosters a positive image of the Walter J. Sullivan Water Purification Facility.
- Ability to use various computer software, including but not limited to Intellution, Microsoft Excel and Word.
- Experience and familiarity with SCADA, database, spreadsheet, and word-processing software.
- Knowledge of safety procedures involving the use and handling of hazardous chemicals, confined space entry and related equipment.
- Valid Massachusetts driver's license.

PREFERRED REQUIREMENTS:

- Vocational training in electrical, mechanical, or environmental field.
- Associate degree in engineering, environmental science, chemistry, or other physical science.
- Knowledge and experience in water system operation, water quality analysis, hydraulics, pumps, chemical feed systems and instrumentation.
- Knowledge of ozonation, DAF and chloramination processes. Commonwealth of MA Drinking Water Supply Facilities Certified Grade 4T (or C) Full Operator License.

PHYSICAL DEMANDS: While performing the duties of this job, the employee is frequently required to sit, talk, walk, and hear, as well as climb ladders. Must have ability to access, input and retrieve information from a computer, answer telephones and maintain multiple files. Must have sufficient mobility to travel back and forth from various sites throughout the City. Must be able to lift at least 50 lbs. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT: Performs duties inside and outside of buildings. Exposure to all weather conditions, as well as to general office environments with air conditioning and fluorescent lighting. Protective equipment required in specified work

areas. Frequent work and maintenance activities are conducted in process equipment areas and chemical feed areas of the facility and offsite locations. Some work must be done in confined spaces.

ADDITIONAL BENEFITS (As Outlined in Current Teamster Collective Bargaining Agreement):

- Competitive Health, Dental and Vision benefits
- Vacation and sick leave eligible
- Sick Incentive Pay eligible.
- 3 Personal Days
- 14 Paid Holidays
- Additional compensation above regular OT pay for all overtime hours worked on a holiday.
- Additional compensation for Single Operator Coverage
- Double overtime compensation available for unscheduled hours performed on a Sunday.

REQUIRED DOCUMENTS:

Please upload the following documents to complete your application:

- Resume
- Cover letter

ABOUT THE CITY OF CAMBRIDGE

The City of Cambridge is a diverse and vibrant community that 120,000 residents of different ethnic, racial, religious, U.S. nationals and other backgrounds call home. We take pride in our City's diversity and strive to create a workplace that is reflective of the community we serve -- one in which all employees can thrive. The City is also deeply committed to creating an environment in which all our employees are treated equitably and feel included. In joining our team, you would work in a workplace environment that advances and values antiracism, diversity, equity, and inclusion (A DEI), and that is committed to embedding A DEI best practices and tenets in all aspects of our work. City of Cambridge residents are especially encouraged to apply to job openings.

EQUAL OPPORTUNITY / AFFIRMATIVE ACTION

The City of Cambridge is an Affirmative Action/Equal Opportunity Employer and does not discriminate based on race, color, sex, religion, age, national origin, disability, or any other protected category. Women, minorities, veterans, members of the LGBTQ+ Community, and persons with disabilities are encouraged to apply. The City is committed to advancing a workforce culture of antiracism, diversity, equity, and inclusion. Auxiliary aids and services, written materials in alternative formats, and reasonable modifications in policies and procedures will be provided to qualified individuals with disabilities free of charge, upon request by contacting Human Resources at humanresources@cambridgema.gov.

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