City of Missoula

Superintendent - Wastewater Collections

SALARY	$40.59 - $47.19 Hourly $84,427.20 - $98,155.20 Annually	**LOCATION**	Missoula, Montana
JOB TYPE	Regular, Full-Time	**JOB NUMBER**	00772
DEPARTMENT	Public Works & Mobility	**DIVISION**	PWM-Wastewater
OPENING DATE	11/09/2026	**CLOSING DATE**	11/29/2026 11:59 PM Mountain

Overview

Help protect the health, safety, and environment of the Missoula community.

As the **Superintendent – Wastewater Collections**, you'll lead the operations and maintenance of the City's wastewater collection and stormwater systems, overseeing the critical infrastructure that keeps our community functioning. From managing sewer collection systems and lift stations to coordinating construction projects, emergency response, and preventative maintenance, your leadership will help ensure reliable services and protect our local waterways.

We're seeking an experienced and collaborative leader who understands wastewater operations and enjoys developing strong teams, managing complex projects, and solving operational challenges. If you're passionate about public infrastructure, environmental stewardship, and leading essential public services, this is an opportunity to make a lasting impact on Missoula.

Screening of applications will begin on Monday, November 30, 2026. It is in your best interest to apply before this date.

To Apply: All applicants must submit the **City of Missoula application AND a Cover Letter** explaining your interest in this position and detailing how your experience and education meet the qualifications.

Failure to attach the cover letter will result in your application being incomplete, and therefore, not reviewed by the hiring manager.

Resumes will not be reviewed. All details should be entered on the application.

Starting Pay:
New hires start within our entry-to-market range, depending on experience and qualifications. The starting range for the position is $40.59 - $47.19/hour and will increase each year for longevity and cost of living adjustments.

Full Pay Range:
Each position also has a full wage range that reflects potential growth over time, including annual increases for longevity and cost-of-living. The full range for the position is $40.59 - $50.02/hour.

Essential Functions

- Oversee and coordinate the installation, maintenance, and repair of the various components of the wastewater collection system and stormwater equipment, including the Supervisory Control and Data Acquisition (SCADA) system, lift stations, manholes, collection lines, vaults, Sewage Tank Effluent Pump (STEP) systems, etc.
- Supervise various employees, including assigning and reviewing work, performance evaluations, and training; participate in hiring, discipline, and termination decisions; and provide support by correcting deficiencies and building strengths to ensure effective working relationships.
- Implement safety policies and procedures to ensure safe operation of equipment, chemicals, etc.; provide safety training for employees.
- Perform inspections, preventative maintenance, and other collection system, stormwater, and plant maintenance duties.
- Participate in the development and management of collection system construction projects.
- Schedule vehicle maintenance.
- Manage and monitor division operating and capital budgets; propose budget needs.
- Maintain inventory of parts and supplies.
- Prepare various reports, presentations, and other documents.
- Respond to various inquiries and complaints.
- Manager cleanup of waste, including human waste, and abandoned cars and campers in the right-of-way.
- Participate in emergency response as needed to protect the City's roadways, sanitary and sewer systems, and receiving water bodies from hazardous materials spilled in the right-of-way.
- Perform other duties as assigned, based on training and qualifications.

Knowledge, Skills and Abilities

- Knowledge of the principles and practices of wastewater collection and treatment operations and maintenance, including wastewater treatment plants, sewer collection systems, water quality sampling and testing methods, industrial pretreatment programs and requirements, etc.
- Knowledge of federal and state wastewater treatment and water quality regulations.
- Knowledge of, or the ability to learn, the principles and practices of public administration, including budgeting, strategic planning, program evaluation, project management, staff management, collective bargaining agreements, policy development, risk management, etc.
- Knowledge of and ability to promote department safety considerations, and City safety policies, including OSHA standards and guidelines.
- Skill in utilizing various computer software and databases, including Microsoft 365, and the ability to learn job-specific applications and equipment.
- Skill in teaching and monitoring safety guidelines and procedures.
- Skill in safely operating various tools, vehicles, and other equipment related to maintenance and construction.
- Skill in managing multiple projects with shifting priorities and timeline demands.

- Skill in organization, time management, and prioritizing with the proven ability to have keen attention to detail and accuracy in performing work with adherence to strict deadlines.
- Skill in communicating, in person and in writing, with the proven ability to establish and maintain effective working relationships with diverse individuals.
- Ability to maintain current knowledge, developments, and trends related to specific areas of focus and/or assigned projects.
- Ability to maintain and exhibit integrity and discretion in handling confidential and sensitive information.
- Ability to maintain and foster a culture of professionalism, adhere to departmental and City standards and specifications, and support a positive team environment.
- Ability to resolve conflicts with facilitating outcomes while maintaining a calm demeanor.
- Ability to learn departmental and City of Missoula practices and procedures, including Missoula Municipal Code and other federal, state, and local regulations related to sewer, wastewater treatment, etc.

Working Conditions:

- Position requires the ability to lift and maneuver 75 lbs. or less.
- Work environment may involve exposure to unavoidable weather conditions, occupational hazards, construction hazards, and physical risks, including loud noises, which requires following basic safety precautions.
- Position requires on-call and/or overtime shifts, as needed.

Qualifications and Additional Application Materials

- Any combination of education and experience equivalent to seven (7) years' experience with wastewater operations, maintenance, construction, or another relevant field.
- Must have prior supervisory experience.
- Must have a valid Montana driver's license with a verified acceptable driving record or the ability to obtain within 60 days of hire.

The City of Missoula does not sponsor employment visas (e.g., F-1, H-1B, TM). Applicants must be authorized to work in the United States on a full-time basis at the time of application.

Employer
City of Missoula

Address
435 Ryman Street
Human Resources
Missoula, Montana, 59802

Phone
406-552-6130

Website
https://www.ci.missoula.mt.us/

Superintendent - Wastewater Collections Supplemental Questionnaire

*QUESTION 1

Have you attached your cover letter to complete your application?

- ◯ Yes
- ◯ No

* Required Question