



City of Missoula Water Operator (Distribution)

SALARY	\$26.25 - \$28.85 Hourly	LOCATION	Missoula, Montana
JOB TYPE	Regular, Full-Time	JOB NUMBER	00758
DEPARTMENT	Public Works & Mobility	DIVISION	PWM-Water Utility
OPENING DATE	09/24/2026		

Overview

Join Our Water Utility Team!

Are you looking for a hands-on, community-impacting career with room to grow? The City of Missoula is hiring a **Water Distribution Operator** to help maintain and improve the city's water infrastructure. From repairing water mains to inspecting hydrants and ensuring safe, reliable service for our residents, this is a critical role in supporting public health and safety. If you're experienced in utility or construction work—or ready to apply your skills in a new direction—this could be the opportunity for you.

Grow Your Skills with a Career Ladder Position

This position is part of a structured career ladder, meaning your responsibilities—and your paycheck—can grow with your skills. You'll work outdoors, operate a wide range of tools and equipment, and use technology like GIS to track infrastructure data. Whether you're turning valves, installing new service taps, or troubleshooting issues in the field, you'll be a key player in Missoula's mission to provide safe and sustainable water service.

Priority screening of applications will begin on Tuesday, October 6, 2026. Applicants applying on or after this date will only be considered if a competitive applicant pool is not received.

To Apply: All applicants must submit the **City of Missoula application**.

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

This position is part of a formal career ladder tying pay progression to the advancement and complexity of assigned duties and responsibilities.

Starting Pay:

New hires start within our entry-to-market range, depending on experience and qualifications.

The starting range for the position is \$26.25 - \$28.85/hour and will increase each year for longevity and cost of living adjustments.

***The full pay range for each career ladder is below and will increase each year for longevity and cost of living adjustments.*

Career Ladder I - \$26.25 - \$30.57/hour

Career Ladder II - \$28.14 - \$32.78/hour
Career Ladder III - \$30.17 - \$35.14/hour
Career Ladder IV - \$31.99 - \$37.67/hour



Essential Functions

This position is part of a formal career ladder tying pay progression to the advancement and complexity of assigned duties and responsibilities.

- Maintain operation of the water facilities, such as valve turning, hydrant inspection, hydrant flow testing, hydrant maintenance, system flushing, water mains, etc.
- Review utility construction plans for adherence to water quality standards and compatibility with existing systems.
- Locate and operate a curb box to perform turn-offs and -ons for customers.
- Process service orders electronically and independently using the dedicated software
- Obtain water samples following local, state, and federal regulations.
- Ensure compliance with plans, traffic safety regulations, and construction codes, including appropriate depths, elevations, pressures, construction methods, and materials for modifications to work plans; assist with ordinance enforcement and stop-work orders.
- Install water taps; repair and replace water mains; operate and inspect main valves and fire hydrants; maintain inspection and activity logs; share data with the fire department when necessary.
- Read and interpret water system plans and maps.
- Coordinate with and direct contractors on private and public infrastructure projects.
- Utilize leak detection equipment to complete leak investigations.
- Conduct capital improvement inspections to ensure contractor compliance; recommend changes for efficiency; collaborate with the engineers if issues arise.
- Collaborate with utility engineering to design water infrastructure projects, including providing input regarding impact and implication of project, changes, compliance, etc.
- Assist the Water Equipment Operator on public and private water infrastructure projects.
- Locate and mark City utilities using maps and field notes; maintain records in the database system and update water system drawings.
- Provide support and answer questions regarding code requirements and construction methods.
- Maintain and utilize various hand tools, equipment, and assigned vehicles.
- Perform other duties as assigned, based on training and qualifications.

Knowledge, Skills and Abilities

- Knowledge of utility construction methods, practices, and techniques, including when stages of violations and defects may be easily observed and corrected.
- Knowledge of, and ability to promote, department safety considerations, City safety policies, and OSHA standards, rules, and regulations, including utility inspection safety policies.
- Skill in utilizing computers, various software, and databases, including Microsoft 365 and Geographic Information Systems (GIS) software, with the ability to learn job-specific applications and equipment.

- Skill in following oral and written instructions.
- Skill in safely operating various tools, equipment, vehicles, and other machinery in the installation and maintenance of water systems.
- 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 records in various databases.
- 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 problem-solve and resolve conflicts with facilitating outcomes while maintaining a calm demeanor.
- Ability to read and interpret maps, drawings, and utility construction plans.
- Ability to learn departmental and City of Missoula practices and procedures, including the ability to interpret Missoula Municipal Code, Missoula Water standards and specifications, Montana Public Works Standard Specifications, and other various laws and regulations.

Working Conditions:

- Work environment may include exposure to unavoidable weather conditions; occupational hazards; chemicals; biohazards; construction hazards; and physical risks, including working in confined spaces or high-traffic areas, which require following basic safety precautions.
- Occupational hazards include animals, sharp objects, spiders, illnesses, hypothermia, crawl spaces, unsanitary conditions, etc.
- Position may require entering homes and accessory buildings, in any condition, to perform daily tasks and interacting with customers with varying complications, including the occasional angry customer.
- Duties may require the ability to drive and get in-and-out of vehicles repeatedly.
- Duties may require the use of fixed and portable ladders to gain access to infrastructure.
- Position may require on-call and/or overtime shifts, as needed.

Qualifications and Additional Application Materials

- Any combination of education and experience equivalent to one (1) year of water operator, underground utility, excavation, and construction experience or another relevant field.
- Must have a valid Montana driver's license with a verified acceptable driving record, or the ability to obtain within 60 days of hire.
- State of Montana Water 3A, or higher, Distribution Operator Certification, preferred.

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/>