

Wastewater Treatment Site Manager
Framingham, Massachusetts
Salary: \$100,000 - \$120,000 per year

Are you an experienced wastewater professional looking to lead operations at a critical industrial and municipal treatment facility? We are seeking a highly motivated **Wastewater Treatment Site Manager** to oversee plant operations, regulatory compliance, personnel management, and environmental stewardship at our Framingham, Massachusetts location.

This is an exciting opportunity for a licensed wastewater professional who wants to lead a team, work directly with customers, and drive operational excellence while making a meaningful impact on environmental compliance and sustainability.

Apply at Careers@428consulting.com

Required Qualifications
Massachusetts Wastewater Operator Licenses
Minimum licensing requirements include:

- Massachusetts Grade/Class 3 Municipal Wastewater Operator License
- Massachusetts Grade/Class 3 Industrial Wastewater Operator License

Preferred Experience

- 5+ years of wastewater treatment operations experience
- Supervisory or management experience
- Strong knowledge of industrial pretreatment and municipal wastewater systems
- Experience managing regulatory compliance, environmental reporting, and laboratory operations
- Experience with wastewater sludge handling, dewatering, and disposal programs

What You'll Do

As the Site Manager, you will be responsible for the safe, compliant, and efficient operation of the wastewater treatment facility while leading a team of operators and technicians.

Leadership & Operations

- Direct and supervise wastewater treatment plant personnel
- Develop staffing plans and work schedules
- Manage operator training and professional development

- Conduct performance evaluations and support employee growth
- Implement safety programs and ensure compliance with all training requirements
- Support company policies, procedures, and ISO standards

Customer & Business Management

- Interface directly with customers and attend site meetings
- Review operational performance and business account issues with company leadership
- Generate reports for customers and internal stakeholders
- Assist with sales initiatives and special projects
- Coordinate chemical suppliers and subcontracted maintenance providers

Regulatory Compliance & Environmental Stewardship

- Monitor process parameters and ensure compliance with discharge permits
- Maintain environmental records and operational reporting requirements
- Perform system audits and inventory reviews
- Support environmental sustainability initiatives
- Ensure adherence to federal, state, and local regulations

Maintenance & Reliability

- Troubleshoot treatment system and equipment issues
- Maintain preventive maintenance programs
- Coordinate facility upgrades and capital improvement projects
- Manage process, laboratory, and safety equipment maintenance programs

Travel & Schedule

- Work a flexible schedule as operational needs require
- Travel occasionally to other facilities and corporate offices

Equipment & Systems You'll Manage

The successful candidate will have experience with many of the following:

Analytical & Laboratory Equipment

- pH meters
- Ion-specific meters
- Atomic Absorption Spectrometry (AA)

- Portable spectrophotometers

Process Equipment

- Flow controllers and level controllers
- Pumping systems
- Plate-and-frame filter presses
- Sludge transfer systems
- Polymer feed systems
- Sludge thickening equipment
- Sludge drying systems
- RTO (Regenerative Thermal Oxidizer) equipment
- Agitation and mixing systems
- Chemical storage, transfer, and feed systems
- Automated control valves

Desired Technical Skills

We are looking for a hands-on leader with exceptional wastewater treatment expertise, including:

- Wastewater sampling and laboratory analysis
- Industrial wastewater treatment processes
- Municipal wastewater operations
- Sludge dewatering and drying operations
- Effluent monitoring and compliance reporting
- Lift truck/forklift operation
- Chemical treatment and feed systems
- Manual and automated treatment process control
- Process troubleshooting and root cause analysis
- Environmental compliance and permit management
- Safety leadership and risk management

Supervisory Responsibilities

This position directly supervises employees within the Wastewater Treatment Operations Department and is responsible for:

- Recruiting and hiring staff
- Training and onboarding employees
- Planning and assigning work

- Coaching and performance management
- Employee development
- Reward and recognition programs
- Corrective action and disciplinary processes
- Conflict resolution and problem-solving

Why Join Us?

- Competitive salary of **\$100,000 - \$120,000**
- Leadership role with significant operational responsibility
- Opportunity to manage both industrial and municipal wastewater systems
- Collaborative work environment
- Professional growth and advancement opportunities
- Meaningful work supporting environmental compliance and sustainability

Apply Today

If you're a licensed Massachusetts wastewater professional with leadership experience and a passion for operational excellence, we'd love to hear from you.

Bring your expertise, lead a talented team, and help ensure safe, reliable, and environmentally responsible wastewater treatment operations in Framingham, Massachusetts.

Apply at Careers@428consulting.com

Kevin Greenhalge

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www.428group.com