



DURHAM COUNTY NC

Invites Your Interest in the Position of

UTILITIES SUPERINTENDENT

\$6,000 Sign-on Bonus for Successful Candidate





Seeks Utilities Superintendent Due to Retirement

- Are you a passionate and trustworthy team builder with impeccable communications skills?
- Are you an ambitious, ethical wastewater professional with the motivation and experience to lead a team in the ~\$30M renovation and expansion of the [Triangle Wastewater Treatment Plant](#) (TWWTP) to ensure it remains a best-in-class facility?
- Are you committed to the profession and ensuring the highest environmental standards for the community?
- Do you want to work with a progressive and growing organization with effective leadership, a teamwork culture, and talented and caring staff?

If so, the thriving, innovative, and inclusive community of Durham County, North Carolina invites you to consider applying to be the next **Utilities Superintendent** for its [Utilities Division](#), part of the County's [Engineering and Environmental Services Department](#).

The **Superintendent** will be a highly competent wastewater and environmental professional with extensive experience and technical knowledge in the operation and process control of wastewater treatment processes, as well as the operation and maintenance of wastewater collection and pumping systems. This position will lead with a customer service focus that effectively serves all internal departments of the County and will work to meet County regional water quality to ensure customers have safe and dependable utility services.



Aerial view of Triangle Wastewater Treatment Plant

About the Organization, Division, and Position:

Durham County Government, governed by a five-member Board of Commissioners, provides services ranging from animal control to zoning. Durham County, recognized for its many award-winning programs and innovative practices, has an overall budget of approximately \$915 million. The county has 27 departments employing over 2,200 FTE employees. Their [strategic plan](#) supports the community's vision of Durham County as a *"thriving, vibrant and diverse community with abundant opportunity for all residents to live, work, learn and grow."* As showcased in this [ICMA focus video](#), the county's collaborative and innovative efforts post-COVID so beautifully demonstrated this vision at work.

The Durham County Utilities Division is one of the Engineering and Environmental Services Department's divisions that oversee the operation and maintenance of the TWWTP, which includes a reclaimed water system and biosolids management. The Utilities Division supports economic growth in Durham County by providing utility services to the world-renowned Research Triangle Park (RTP), a national hub of innovation focused on technology and life sciences. The division is also a workplace of choice for team members who desire a culture of efficient operations, organizational and situational awareness, and uncompromised service, safety, and compliance. The Utilities Division's [budget](#) supports 37 approved FTE's, with FY25 O&M budget of ~\$17M and FY25 CIP funding of ~\$16M, of an approximate total of \$150 million in CIP projects over the next 5 years. The Utilities division recently completed a System Development Fee update study and is currently conducting a Utility Rate Study to ensure full and proper revenue streams for coming years to support all operational and capital needs. Both the Board of Commissioners and County Executive leadership have a strong appreciation and support for the Utilities division and their mission.

The TWWTP is an advanced tertiary biological treatment facility rated for an average daily flow of 12 million gallons per day (MGD) and meets future nutrient load requirements of the Jordan Lake nutrient management strategy. The TWWTP service area includes the southeast portion of Durham County inside and outside the Durham City limits including the aforementioned Research Triangle Park areas within Durham County.

Reporting to the Deputy Director of the Engineering and Environmental Services, the **Utilities Superintendent** oversees a staff of 18 (including two direct reports) and is responsible for managing all operations and maintenance of the TWWTP, associated wastewater collection system, associated reclaimed water system, and potable water system. The **Superintendent** also monitors the wastewater treatment plant and identifies needed changes and potential problems; conducts optimization studies and analyses, interprets lab data and makes necessary adjustments; as well as all administrative duties related to operations management and staff leadership. More information about the Utilities Division can be found [here](#).



Screening compactor



Chemical feed pumps

Key Position Priorities:

- Make employee safety a top priority, ensuring employees are fully trained and following proper safety protocols;
- Ensure the County is fully compliant with all permits and requirements for the collection system, TWWTP, and the reclaimed water system;
- Learn the TWWTP's complex BNR system and continue to work to optimize the process
- Oversee the new SCADA system project;
- Select the new denitrification filters and UV system for the project to renovate the TWWTP; and
- Continue to build morale and promote teamwork throughout the organization while developing staff and engaging in succession planning.

The successful candidate has a successful track record and is:

- a principled and independent leader who values accountability while holding realistic and fair expectations of self and others;
- an effective team builder equally committed to building a cohesive team throughout the department as well as to developing individual employees;
- an effective communicator, including one-on-one communications, small groups and public speaking, who confidently and persuasively engages citizens, community groups, staff, and elected officials;
- an experienced operational and CIP budget manager who is proactive and fiscally responsible;
- proactive in building collaborative external relationships with the North Carolina Department of Environmental Quality, contractors, developers, engineers, architects, and business leaders to effectively meet County goals and internal relationships within the Utilities Department as well as other County departments;
- thoroughly knowledgeable of theory, principles, practices and techniques of water and wastewater utilities including of chemical, physical, and bacteriological analyses of wastewater, BNR processes, and the operation and maintenance of the equipment used in wastewater treatment;
- an expert in the applicable federal, state and local law, codes and regulations governing public administration and public utilities functions and activities, including interlocal service agreements;
- an experienced project manager who is adept at overseeing utility-related construction and infrastructure projects and can adapt and flex as new challenges and opportunities arise;
- a continuous learner who seeks innovative solutions, ideas and training for self and others to achieve excellence;
- resourceful in finding or developing innovative solutions to meet workload demands with staffing challenges in a strong economy; and
- skilled in operational and administrative tasks of managing work orders, materials and services requisition in a water utility environment.

Qualifications:

The following are **required**:

- Bachelor's in Civil Engineering, Environmental Engineering, Physical Science or related discipline
- Eight years of progressively responsible public works/utility experience in operations and maintenance of wastewater systems, which includes two years in a management and administrative capacity or related experience or an equivalent combination of education, training, and experience
- NC Wastewater Treatment Plant Biological Grade IV Certification and a Grade II Collection System Operator License
- Valid NC Driver's License

The following qualification is *preferred*:

- Experience with biological treatment at plants 10 MGD or greater capacity



The Laboratory Services program administers a broad range of analytical activities related to surface water quality, water treatment, wastewater treatment, and industrial wastewater

About the Community:

Durham County, located in the Research Triangle Region of North Carolina, is home to Research Triangle Park (RTP) and is one of the most economically competitive regions in the world. Within Durham County boundaries are six townships, seven unincorporated communities, two census-designated communities, and parts of two Towns (Chapel Hill and Morrisville). With the City of Durham as the county seat, the county is inclusive of both urban and rural settings and must strive to balance the needs of its community members. Research and development from the region's major research institutions and many private and federal labs have fueled business and economic growth in Durham County and have made the area a world leader in life sciences, information technology (IT), and

clean technology. RTP, which continues to grow, is a 7,000-acre unique county research and production district that houses more than 170 major research companies, and in excess of 375 companies, employing a community of some 60,000 persons.

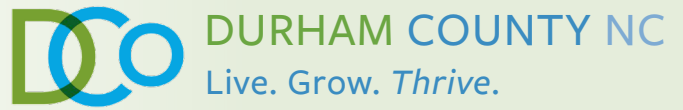
RTP, which continues to grow, is a 7,000-acre special county research and production district that houses over 170 major research companies employing 39,000 full-time employees and 10,000 contract workers.



Consistently ranked among the top places to live, work, and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Durham, the “City of Medicine,” has long been known for world-class medical facilities, including top-ranked Duke University Medical Center and an industry-leading pharmaceutical sector. The healthcare industry in Durham County includes more than 300 medical and health-related companies and medical practices with a combined payroll that exceeds \$1.2 billion annually. Durham County has become a hotspot for entrepreneurs and high-tech startups, propelled by the American Underground, a startup incubator and accelerator, and the Durham Innovation District, which is a planned, mixed-use residential/retail/lab and workspace in Downtown Durham. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation’s first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into exciting, mixed-use developments filled with diverse and popular housing options, restaurants, artist studios, retail spaces, and small businesses.

The population of Durham County is over 326,000 and is highly diverse. Much of Durham County’s growth occurred within the City of Durham, where most of the county’s community members reside. The county’s population grew from 267,587 to 324,833 from 2010-2020, representing a decade-long increase of more than 20%. Current expectations are that the population will grow by 30% by 2050. Centrally located, Durham County is a few hours’ drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.

To learn more about the Community, visit the County [website](#).



The AAA Durham Bulls baseball team attracts fans from all over the state.



Durham is renowned for its world-class medical facilities.



Downtown Durham bustles with diverse restaurants, breweries and small businesses.



The Durham Performing Arts Center, known as the DPAC, is the largest performing arts center in the Carolinas.

DCO DURHAM COUNTY NC ACCOLADES

DOWNTOWN DURHAM'S AWARD-WINNING OFFERINGS



**MOST ACCOMPLISHED
FRANCHISE** in 2010s

**BEST FOOD
CITY 2019**
in AMERICA



**2020 TOP 5
THEATER**
in AMERICA

DRIVING BUSINESS with HIGHLY SKILLED WORKERS

#16 BEST PLACE for business & careers

300,000 square feet of meeting space

80+ New residents move to the Triangle daily

#1 BEST STATE for business

THE DURHAM COUNTY ACCOLADES *just keep on coming . . .*

Digital Communities - Digital Counties Leader for Best Practices by NACo and Center for Digital Government

Public Technologies Institute - Solutions Award to DSS/IT for Using Predictive Analysis & National Tech Savvy Award

National Association of Counties - NACo Achievement Award for Interpreter Request Service App for Public Health

Project Build - Willis Young Memorial Award on the Front Lines of Violence for Project Build

North Carolina Library - NC Library Directors Awards for Durham Library Programming and Public Relations

American Heart Association - EMS Gold Plus Recognition from AMA Mission Lifeline Program

Alliance for Innovation - Innovate Durham Named Winner of J. Robert Havlick Award for Innovation in Local Government

Milken Institute - #4 in High Tech GDP concentration

Good Food - NC delicacies nab Good Food Awards for the best in craft beer, cheese, pork and chocolate

NC Sports Hall of Fame - Earnhardt Jr., Love III headline 2019 North Carolina Sports Hall of Fame Class

CURBED - The 21 most spectacular theaters in the U.S.

National Recreation & Parks Association - Durham earns National Accreditation in Parks and Recreation

Best Hospitality Degrees - #4 NC Central University 10 Best Online Colleges for a Bachelor's Degree in Hospitality

Arbor Day Foundation - Duke University Named Tree Campus USA for 11th Year

Smartasset - #6 - Durham-Chapel Hill among top places for women homebuyers; Best Cities for Women in Tech in 2019

World Gin Awards - The country's best gin is closer than you think

Matador Network - The 15 most important LGBTQ landmarks in the US

marie claire - Trust us, you'll want to bump this hip southern city to the top of your list.

ecophiles - Top 8 Farmers' Market to Visit Across America

BusinessWire - Historic Hotels of America - 21c Museum Hotel

USA Today 10BEST - Readers' Choice Airport Awards: RDU International Airport

Salary and Benefits:

The hiring range for this position is \$81,801 to \$126,000 with a full range to \$138,964. Offered salary depends on qualifications and experience. Information about the County's benefits can be viewed [here](#).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Utilities Superintendent – Durham County, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Durham County employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **April 24, 2025**.
- The hiring team will invite successful semi-finalists to virtual interviews and skill evaluations on **May 19-20, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct inquiries to hiring@developmentalassociates.com.

Durham County is an Equal Opportunity Employer.



Downtown Durham skyline



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."