



COOS BAY • NORTH BEND WATER BOARD

Oregon

WATER TREATMENT PLANT SUPERVISOR

$94,308 - $120,364

Total Compensation package valued up to $150,000. Benefits include a $5,000 moving allowance, 5% salary increase following 6-month probation period, and an employer-funded retirement contribution of 9% of salary annually, no employee contribution required, with matching up to 13%.

Apply by

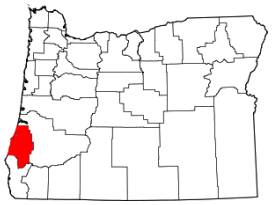
November 29, 2026

(Applications Reviewed as Submitted, Open Until Filled)

PROTHMAN



THE COMMUNITY



Coos Bay, North Bend, Charleston, and surrounding areas make up a diverse area of historic charm, natural beauty and outdoor adventure known as Oregon's Adventure Coast. With a relaxed coastal pace and cost of living well below Oregon's larger metros, it's a place where an outdoor lifestyle is part of the everyday. Each community has its own unique independence while still being woven into a strong regional community on Oregon's South Coast.

The area offers untamed expanse to the Southern Oregon Coastal Wilderness that includes the Oregon Dunes National Recreation Area, long stretches of sandy beach, and forested hikes nearby. Close access to rivers, lakes, Coos Bay, and the Pacific Ocean make the region a perfect playground for water sports and exploration. A short 10-minute drive out of town will immerse you in the beauty of Cape Arago and Shore Acres State Park, which offer some of the most beautiful views and hiking on the Southern Oregon Coast. The urban areas of Coos Bay and North Bend also offer an artistic and historic bayside that is home to a multitude of historic buildings, theaters, shops, restaurants, galleries, and parks.

THE ORGANIZATION

The Coos Bay-North Bend Water Board (Water Board) employs 42 employees that work to manage the source of supply, treatment, distribution, customer service, including billing and collection to approximately 35,000 people or 13,600 customers in the Coos Bay and North Bend areas.

The Water Board operates on a $10 million dollar budget that includes operations and maintenance for a two large lake reservoirs and dams, a 12 MGD (million gallons per day) water treatment plant, 250+ miles of water main, 18 dunal production wells, and 13,600 service accounts. The budget also includes over $2.6 million in capital improvement projects on an annual basis across all departments. The Water Board's main purpose and mission is to provide reliable and quality services that meet the present and future needs of the local communities and serve the entire community with safe and reliable drinking water.



The Water Board was established in 1947 when the communities of Coos Bay and North Bend purchased the water system. Since that time the system has expanded due to growth and consolidation with adjacent water utilities.

The Water Board is the largest water utility along the Oregon Coast and provides full-service water supply and distribution to approximately 35,000 people throughout the communities of Coos Bay, North Bend, and parts of the neighboring communities of Charleston, Barview, Bunker Hill, Eastside, Libby, Millington, Glasgow, and Hauser via 13,600 residential, commercial, industrial, public, and irrigation service connections. Many of the Water Board's largest users are in support of the forestry and fisheries industries. The Board's largest users also include regional medical facilities, schools, and two casinos, among others. The current service area includes all areas within the existing city limits of North Bend and Coos Bay, and historic customers located outside of the Urban Growth Boundary along Cape Arago Highway, Shinglehouse Road, and the Oregon Coast Highway.



THE OPERATIONS DIVISION

The Operations Division includes 21 employees that are responsible for the day-to-day operation and upkeep of the treatment and distribution systems of the Water Board. With a budget of approximately $5 million, the division provides clean drinking water to customers and manages the Water Board source reservoirs which include the 2-billion-gallon Upper Pony Creek Reservoir, 125-million-gallon Merritt Lake, 90-million-gallon Joe Ney Reservoir, and 18 production wells. The division also manages and operates the Pony Creek Water Treatment Plant that serves the community with approximately 4 MGD. The plant starts and shuts down operation every day when the Board's 9-million-gallon main tank is left full. The Operations Division also includes a full-service distribution group that are responsible for the upkeep and maintenance of 258 miles of water distribution piping, 32 pump stations and 19 storage reservoirs.

THE POSITION

This is an opportunity to lead water treatment operations for the largest water utility on the Oregon Coast, overseeing a 12 MGD treatment plant, two reservoirs and dams, and a full well field. Working under the direction of the Operations Manager, the Water Treatment Plant Supervisor directs the operation of the Water Treatment Section, including well field production, water plant operation and maintenance, source water protection, reservoir and dam operation and maintenance, and performs related work as required.

The Water Treatment Plant Supervisor oversees daily operations of treatment plants to ensure compliance with utility, state, and federal water quality standards, and is responsible for maintaining treatment facilities, reservoirs, and dams; managing source water and wellfield protection plans; and supervising the water quality laboratory. This role involves preparing technical reports, managing budgets and inventory, and ensuring safety in accordance with federal and Oregon OSHA standards. This position requires strong leadership and the ability to foster positive, effective relationships with staff, agencies, and the public, all while supporting the utility's mission through strategic planning and operational excellence.

For a full job description, please view the attachment found here.



EDUCATION & EXPERIENCE

Five (5) years of progressively responsible experience in water treatment plant operation and maintenance, and graduation from high school or possession of a GED, plus an associate's degree from an accredited college or university in chemistry, biology, environmental studies or a related field is required. A bachelor's degree in chemistry, biology, environmental studies or a related field, and Oregon Grade III Water Treatment Plant Operator Certification at the time of hire, along with experience with maintenance management programs and Microsoft application software is preferred.

Candidates must possess a driver's license upon hire, obtain a valid Oregon driver's license within 30 days, and have an acceptable driving record. Candidates holding a comparable certification from another state, or an Oregon Grade II working toward Grade III, are encouraged to apply. The selected candidate will have up to 12 months to secure an Oregon Grade III Water Treatment Plant Operator Certificate. The position serves as Technical Director of the Water Board's state certified microbiological laboratory under Oregon Department of Health Services rules.



Necessary Knowledge, Skills, and Abilities:

- Extensive knowledge of practices, procedures, equipment, and materials utilized in a modern water treatment plant.
- Considerable knowledge of the practices of municipal water system operations and maintenance.
- Thorough knowledge of the principles of water bacteriology, water chemistry and laboratory control methods.
- Thorough knowledge of the occupational hazards connected with the work and the required safety procedures.
- Proficiency with spreadsheet and word processing software and use of personal computers.
- The ability to effectively supervise personnel and develop and maintain a positive, team-oriented working relationship with Water Board staff, maintaining a professional appearance and a courteous attitude toward customers and the general public.

COMPENSATION & BENEFITS

- **$94,308 - $120,364 DOQ**
- Eligible for 5% increase after satisfactory completion of 6-month probationary period.
- Retirement plan – 401(a) Defined Contribution Plan (9% to 13% annually).
- Health, vision, and dental insurance – monthly employee contribution of 8.2% of cost of plan.
- Life insurance - $100,000 term policy – 100% premium paid by Board.
- 457 Deferred compensation plans through Nationwide – available to employees.
- Long Term Disability - paid for by Board.
- Vacation – 90 hours (Less than 5 years) accrue upon hire at prorated rate.
- Sick leave – 8 hours per month.
- Holidays – 13 paid.
- Administrative Leave – 6-day pool at hire.
- Voluntary Supplemental Benefit Options: Short term disability, Life flight/ambulatory insurance, Critical Illness Plan, Hospital Indemnity, Accident Plan, Trauma Plan.
- $5,000 moving allowance.

To learn more about Coos Bay-North Bend Water Board, please visit:

www.cbnbh2o.com

The Coos Bay-North Bend Water Board is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 29, 2026** (applications reviewed as submitted, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online,** go to **www.prothman.com** and click on "**Open Recruitments**", select "**Coos Bay-North Bend Water Board, OR – Water Treatment Plant Supervisor**", and click "**Apply Online**", or click here. Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the Prothman website as instructed on the form.

www.prothman.com

206.368.0050

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