



# City of Framingham, MA

October 15, 2025

## Position Vacancy

RFP #26-011-01

**Position:** Senior Water & Wastewater Engineer  
**Department:** Public Works  
**Salary Range:** M-10 Full Range: \$83,380 - \$107,862  
Anticipated Hiring Range: \$83,380 - \$90,250  
**Schedule:** Monday – Friday 7:30 a.m. to 4:00 p.m.  
37.5 hours per week



Please apply on the [Employment Opportunities page](#) of the City of Framingham's website.

*The City of Framingham is currently a 100% onsite work environment.*

Framingham's Department of Public Works is a team of dedicated professionals who take pride in the jobs they do to protect the health, safety and well-being of everyone in the Framingham community. The DPW designs, builds, refurbishes, replaces, oversees and maintains a complex system of above and below ground public infrastructure.

The Water Division supports this mission by providing customers with safe water and adequate fire-fighting capacity. The Wastewater Division is responsible for the collection and transport of 10 million gallons of sewage daily with approximately 17,000 residential and commercial accounts.

- Position will remain open until filled.
- The City of Framingham offers a robust benefits package and is an eligible employer for the [Federal Student Aid Public Service Loan Forgiveness Program](#).
- We seek to hire a candidate who shares our commitment to Framingham and values civility, collegiality and working in a coordinated team environment to serve the City of Framingham.
- The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham.
- The City of Framingham is an Affirmative Action Equal Opportunity Employer.

### **Position Purpose:**

The Water and Wastewater Engineer is responsible for overseeing the engineering components of the City's water and wastewater infrastructure. This includes a combination of capital project management and engineering support for the City's Water and Sewer Program. Employee is required to perform all similar or related duties.

### **Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

1. Manage, organize, coordinate and monitor activities and functions of projects in cooperation with other departments, outside agencies, contractors and design professionals.
2. Coordinate and manage private consultants in the study, design and construction oversight of capital improvement projects.
3. Analyze and prepare written reports on program and project performance using qualitative analyses and other project management techniques.

4. Develop program and project budgets, schedules, work plans, labor utilization and cost estimates/projections.
5. Work cooperatively with other town employees and private organizations to facilitate project implementation and completion.
6. Interact with utilities companies and other governmental agencies to obtain necessary permits and clearances and to ensure regulatory compliance.
7. Participate in the negotiation of development contracts with private contractors and design professionals.
8. Meet with community representatives and developers to review proposed projects.

**Qualifications:**

- Education and Experience
  - Bachelor's degree in Environmental Engineering
  - At least five (5) years of related work experience
- Special Requirements:
  - Registered as a Professional Engineer in the Commonwealth of Massachusetts.
  - Class D Motor Vehicle Driver's License
- Knowledge of:
  - principles and practices of engineering, research methods and report presentations
  - principles of basic budgeting, accounting and finance methods
  - knowledge of environmental laws and regulations as they pertain to municipal water and sewer system designs, construction and operations;
  - industry standards and best practices (e.g. AWWA)
- The Ability to:
  - learn and apply acceptable economic analysis and evaluation techniques
  - prepare and monitor program budgets and expenditures
  - explain information in a clear and understandable manner to non-technical persons
  - communicate with other employees, agencies, contractors and the public by phone and in a group setting
  - recognize conditions requiring maintenance and repair
  - perform these repairs as necessary
  - deal with the public in tense situations
- Skills:
  - Excellent communication skills are required, both verbal and written
  - proficiency with computers is required

An equivalent combination of education, training and experience which provides the required knowledge, skills and abilities to perform the essential functions of the job may be accepted.

**Supervision Received:**

Under general direction of the Director of Water & Wastewater, the employee plans and carries out the regular work in accordance with standard practices and previous training, with substantial responsibility for determining the sequence and timing of action and substantial independence in planning and organizing the work activities, including determining the work methods. The employee is expected to solve through experienced judgment most problems of detail or unusual situations by adapting methods or interpreting instructions to resolve the particular problem. Instructions for new assignments or special projects usually consist of statements of desired objectives, deadlines and priorities. Technical and policy problems or changes in procedures are discussed with supervisor, but ordinarily the employee plans the work, lays it out and carries it through to completion independently. Work is generally reviewed only for technical adequacy, appropriateness of actions or decisions, and conformance with policy or other requirements; the methods used in arriving at the end result are not usually reviewed in detail.

**Supervision Given:**

Employee, as a regular and continuing part of the job, is accountable for the quality and quantity of work done by

subordinates and assures the accomplishment of the assigned work in the prescribed manner. Supervisory functions typically consist of most of the following: plans, schedules and coordinates work operations to meet schedules, deadlines and priorities; revises work schedules to meet changes in workload or availability of manpower; recommends and justifies to higher levels of management changes in the organization of work, work methods or assignment of functions to positions that may affect staffing patterns, costs, work standards, etc.; informs subordinates of organizational policies, goals and procedures; resolves employee complaints and effects disciplinary actions, such as oral warnings and reprimands; has substantial responsibility for technical soundness of subordinates' work. The employees supervised work at the same location and the same work shift and the number of employees supervised remains relatively stable during the year.

**Work Environment:**

Working conditions involve exposure to intermittent machine or related noise or a combination of unpleasant elements such as odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease. Work may involve working around machinery and its moving parts and heavy equipment. Employee is required to work beyond normal business hours in order to attend evening meetings.

**Nature and Purpose of Public Contact:**

Relationships with co-workers and the public involving frequent explanation, discussion or interpretation of practices, procedures, regulations or guidelines in order to render service, plan or coordinate work efforts, or resolve operating problems. Other regular contacts are with service recipients and employees of outside organizations such as hospitals and insurance companies. More than ordinary courtesy, tact, and diplomacy may be required to resolve complaints or deal with disgruntled, uncooperative or uninformed persons.

**Occupational Risk:**

Duties generally do not present occupational risks to the employee. An injury could occur, however, through employee failure to properly follow safety precautions or procedures. Examples of injury include bruises from falls, cuts, or muscular strains from lifting or carrying department equipment or materials.

**Physical Demands:**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the position's essential functions.*

- **Physical Demands:** Little or no physical demands are required to perform the work. Work effort principally involves sitting to perform work tasks, with intermittent periods of stooping, walking, and standing. There may also be some occasional lifting of objects such as books, office equipment and materials.
- **Motor Skills:** Duties may involve assignments requiring application of hand and eye coordination with finger dexterity and motor coordination. Examples include operating a motor vehicle, using a personal computer or climbing a ladder.
- **Visual Demands:** Visual demands include constantly reading documents for general understanding and for analytical purposes, routinely reviewing non-written materials such as maps and blueprints for analytical purposes. Employee is required to determine color differences.

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