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Massachusetts

MassCareers Job Opportunities

ALERT

Effective January 25, 2024, Executive Order #627 cements the Commonwealth's well-established practice of skills-based hiring, paving the way to a more equitable hiring process. The Commonwealth is committed to ensuring a diverse and inclusive workplace where all employees feel respected, valued, and empowered to serve our citizens. Join us today!

Job Description

Deputy Regional Director, BWR WERO - (24000AA9) **Description**

Who We Are:

The Executive Office of Energy and Environmental Affairs (EEA) seeks to protect, preserve, and enhance Massachusetts' environmental resources and create a clean energy future for all residents. Through the stewardship of open spaces, the protection of environmental resources, and the advancement of clean energy, EEA works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family. Our commitment to environmental justice ensures that every resident, regardless of background or location, can live in a safe, clean environment and shares equally in the benefits of the clean energy transition.

Who We Are as an Employer:

At EEA, we create meaningful, inclusive opportunities that empower our employees to make a real difference in shaping the environmental future of Massachusetts. We foster a workplace culture where diversity is valued, innovation is encouraged, and collaboration thrives. Our employees play a vital role in advancing sustainability, environmental justice, and clean energy solutions, ensuring a positive and lasting impact on Massachusetts and its residents.

The Massachusetts Department of Environmental Protection (MassDEP) is the state agency responsible for ensuring clean air, land, and water. Our work impacts every aspect of people's lives and is critical to the health and wellbeing of our residents and visitors. MassDEP is the lead agency for safe management of

toxics and hazardous materials, promotion of waste reduction and recycling, preservation of the state's wetlands and coastal resources, air quality monitoring and pollution reduction, and so much more.

Job Opening:

The Department of Environmental Protection, MassDEP seeks highly qualified applicants for the position of Program Manager VII (M VII). This position is assigned to the Western Regional Office (WERO) Bureau of Water Resources, located in Springfield, MA and is responsible for managing upwards of 26 staff addressing municipal, environmental and climate change-related impacts regarding drinking water, wastewater and wetlands matters in 106 communities.

Position Overview:

Reporting to the Regional Director, this position serves as the Deputy Regional Director (DRD) for the Bureau of Water Resources (BWR) in the Western Regional Office. The DRD will be responsible for managing and supervising all BWR operations in MassDEP's western region including implementation and enforcement of state and federal environmental rules and regulations in the areas of Wetlands and Waterways, Drinking Water, Wastewater Management (Municipal, Industrial and Title 5), Water Management Act, Underground Injection Control, staff management and associated program policy development. **In addition to demonstrating proven upper-level organizational management experience, applicants should have significant experience in the environmental field.**

Major duties include, but are not limited to the following:

- Plan, direct and oversee permitting, compliance assurance, enforcement, and compliance assistance activities, and ensure that decision-making is conducted in accordance with MassDEP statutes, regulations, and policies.
- Develop strategies to analyze water related impacts from climate change with regards to flooding, water contamination and pollution of wetlands and water resources, including the development and implementation of emergency response procedures.
- Participate as a proactive, collaborative, and effective member of the Western Regional Office management team.
- Design and implement systems for measuring environmental protection efforts and staff performance.
- Manage bureau section chiefs and their staff in the performance of their duties.
- Represent the Regional Director with key stakeholders.
- Represent the Western Region at statewide BWR staff meetings and participate in BWR environmental policy, regulation and program development activities.
- Manage personnel activities (performance evaluations, hiring, disciplinary actions, work assignment and staff development).
- Support and implement Department goals for addressing Environmental Justice, Diversity and Equity.

As a public manager, the DRD will be responsible for the implementation within this unit of Affirmative Action principles, Americans with Disabilities Act, Minority Business Enterprise Procurement, and Department personnel policies and procedures in accordance with state and federal rules.

Preferred Qualifications at Hire:

- Candidates with the following qualifications are strongly preferred for this position:
- Demonstrated strong leadership abilities and supervisory experience.

- Working knowledge of statutes and regulations concerning Wetlands and Waterways, Drinking Water and Wastewater Management and/or other associated environmental regulations.
- Proven ability to exercise sound judgment and effective decision-making, within a large organization.
- Excellent interpersonal skills.
- Public speaking skills.
- Ability to work effectively with stakeholders and regulated entities.
- Ability to solve problems and resolve conflicts.
- Ability to adjust priorities to meet emerging or changing program requirements.
- Ability to foster professional growth of staff through training, performance review and recognizing individual accomplishment.
- Demonstrated knowledge of the principles and practices of management including planning, organizing, directing, problem solving, team building, organizational behavior, and employee relations.
- Knowledge of state laws, rules and regulations pertaining to environmental protection and public health.

Qualifications

MINIMUM ENTRANCE REQUIREMENTS:

Applicants must have at least (A) six (6) years of full-time or, equivalent part-time, professional, administrative, supervisory, or managerial experience in business administration, business management, public administration, public management, clinical administration or clinical management of which (B) at least two (2) years must have been in a project management, supervisory or managerial capacity or (C) any equivalent combination of the required experience and substitutions below.

Substitutions:

I. A certificate in a relevant or related field may be substituted for one (1) year of the required (A) experience.

II. A Bachelor's degree in a related field may be substituted for two (2) years of the required (A) experience.

III. A Graduate degree in a related field may be substituted for three (3) years of the required (A) experience.

IV. A Doctorate degree in a related field may be substituted for four (4) years of the required (A) experience.

Comprehensive Benefits

When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package. We take pride in providing a work experience that supports you, your loved ones, and your future.

Want the specifics? [Explore our Employee Benefits and Rewards!](#)

An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual

orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

Official Title: Program Manager VII

Primary Location United States-Massachusetts-Springfield-436 Dwight

Job Environmental and Energy

Agency Department of Environmental Protection

Schedule Full-time

Shift Day

Posting Date Dec 11, 2024

Number of Openings 1

Salary 95,982.38 - 148,039.17 Yearly

If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA

Coordinator: Chris Mendez, DEI Manager ENV - 6176261282

Bargaining Unit: M99-Managers (EXE)

Confidential: No

Potentially Eligible for a Hybrid Work Schedule: Yes