



MASSACHUSETTS WATER RESOURCES AUTHORITY
JOB VACANCY ANNOUNCEMENT
Internal/External
Manager, Combined Sewer Overflow Programs (CSO)
REPOST

Posting Period: March 28, 2025 to July 21, 2025
Location: Chelsea, MA, USA
Salary: \$150,860.00 – \$171,360.00 Annually
Salary Type: Weekly
Position Type: Full Time
Benefits Eligible: Yes - <https://www.mwra.com/about-mwra/careers>
Work Schedule: Monday through Friday 8:00am - 4:00pm
*May be eligible for up to 50% telework after an initial waiting period.
*This position has been designated as essential in instances where the MWRA Executive Director requires essential personnel to report to work such as inclement weather or other emergencies.
Apply at: <https://mwra.applicantpro.com/jobs/>

PCR#: 5210103
DIVISION: Operations
DEPARTMENT: Operations Administration
UNION/GRADE: Non-Union/Grade 14

BASIC PURPOSE:

Manages all aspects of MWRA's Combined Sewer Overflow (CSO) Program including the development of a Long-Term Control Plan, coordination with member communities and regulatory agencies, outreach to stakeholders, environmental permitting, oversight of project development, and the program's capital budget.

SUPERVISION RECEIVED:

Works under the general supervision of the Director, Environmental and Regulatory Affairs.

SUPERVISION EXERCISED:

Exercises direct supervision of the assigned unit including a Program Manager. Directly manages consultants.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Supervises professional multi-disciplinary planning and design work of large and complex projects, exercising independent judgement while keeping MWRA senior staff informed of critical program decision and work.
- Oversees the development of an Updated CSO Control Plan for CSOs discharging to the Charles River and Mystic River/Alewife Brook watersheds. This includes leading the development of a Financial Capability Assessment, review of water quality and hydraulic modeling, and the development of a Use Attainability Analysis for the watersheds and development of future Water Quality Standards Variances. Ensures that the planning, evaluation, and development of new projects are in compliance with any local, state, or federal requirements/policies.
- Coordinates and builds consensus on CSO program proposals and activities with program partners including federal, state, and local agencies such as the United States Environmental Protection Agency (EPA), Massachusetts Department of Environmental Protection (MassDEP), City of Cambridge, City of Somerville, and City of Boston; area planning, watershed organizations, and other stakeholder groups; and MWRA's member communities.
- Oversees all stakeholder outreach associated with MWRA's CSO Control Program including outreach to member communities and interested stakeholders.
- Represents the Authority at public meetings, and, as appropriate, gives presentations at workshops, conferences and events on initiatives related to MWRA's CSO Control Program.
- Coordinates with other Departments on compliance and reporting requirements associated with MWRA's National Pollutant Discharge Elimination System (NPDES) permit for the Deer Island Treatment Plant, MassDEP's Sewer Notification regulations, and other relevant permits, programs, and regulations.
- Directs the development and administration of capital improvement and current expense projects within the assigned unit. Develops funding plans for projects.
- Develops design schedules and design budgets ensuring fundamental management controls, techniques, accountability for projects related to the CSO Control Program.
- Oversees the work of staff and professional engineering consultants, including all work products, to ensure adherence to budgets, schedules, quality of outputs and compliance with scope of services and contract terms.
- Monitors the professional engineering consultants' efforts to identify and mitigate potential sources of project delays during the design and construction phases.
- Recommends and develops agency, program, or department policy by analyzing all pertinent issues and information regarding the impact of proposed policy on the provision of services

to clients, consumers, or the general public and by determining the resources necessary to implement such policy.

- Maintains communication with local, State, and Federal agencies, professional organizations and community groups to provide program information and secure support for programs.
- Develops and oversees current expense budget for assigned unit.
- Oversees and coordinates staffing with project workload to ensure consistency of project execution and quality, and adherence to Massachusetts Water Resources Authority's policy and procedures.
- Completes other special projects as assigned.
- Manages the Program in a manner that is consistent with MWRA's goals of Diversity, Equity, and Inclusion.

SECONDARY DUTIES:

- Performs related duties as required.
- Participates in preparing for collective bargaining and hears Step One Grievances.

MINIMUM QUALIFICATIONS:

Education and Experience:

- Bachelor's degree in environmental science, public administration, science, engineering, or related field required. An advanced degree in public administration, law, environmental science, or related field preferred; and
- An understanding of wastewater system operations and engineering as acquired by at least eight (8) years of experience.
- At least four (4) years experience in a managerial or supervisory position; or
- Any equivalent combination of education or experience.

Necessary Knowledge, Skills and Abilities:

- Familiarity with sewer infrastructure issues.
- Thorough understanding of CSO systems, including hydrology, hydraulics, sewer and stormwater systems design, and stormwater management practices.
- Proven ability to present complex plans with technical content to public officials as well as the public.
- Excellent interpersonal, oral and written communication skills.

- Demonstrated ability to plan, organize, direct, train, and assign duties to subordinates.
- Extensive knowledge of federal and state environmental regulations.
- Excellent analytical, negotiation, and strategic planning skills.
- Knowledge of engineering practices and principles.
- Knowledge of the development and use of hydrologic and hydraulic models for the evaluation, planning and design of CSO control systems.
- Knowledge of receiving water quality models as used in the assessment of the pollutant impacts to receiving waters.
- Proficient in computer hardware and software including Microsoft Office Suite, databases, data presentation, and analysis tools.

SPECIAL REQUIREMENTS:

A Class D driver's license.

Ability to work evenings for urgent business issues.

TOOLS AND EQUIPMENT USED:

Office machines as normally associated, with the use of telephone, personal computer including word processing and other software, and copy machine.

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 essential functions.

While performing the duties of this job, the employee is regularly required to sit, talk or hear. The employee is regularly required to use hands to finger, handle, feel or operate objects, including office equipment, or controls and reach with hands and arms. The employee frequently is required to stand and walk.

The employee must regularly lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee regularly works in an office environment. The noise level in the work environment is usually a moderately quiet office setting.

Massachusetts Water Resources Authority (MWRA) is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, national or ethnic origin, age, religion, disability, sex or gender, sexual orientation, gender identity or expression, or veteran status.