



ASSISTANT DIRECTOR, OPERATIONS & FIELD SERVICES

Utilities Department

**Annual Salary:
\$114,358 – \$142,958 DOE/DOQ**

Laredo, Texas



Are you a hands-on utility operations leader who can manage complex field services while strengthening standards, accountability, and performance? If so, apply to be the City of Laredo's next Assistant Director of Operations & Field Services!

We're looking for an experienced, field-focused professional who is:

- Skilled in water distribution and wastewater collection operations
- Comfortable leading large crews in high-visibility environments
- Capable of balancing emergency response with long-term infrastructure planning

Texas Begins Here — read on to learn more about this impactful leadership opportunity.

Executive Recruitment Provided by



ABOUT THE COMMUNITY

Laredo, Texas is a vibrant and culturally rich border city that blends deep history with modern economic strength. Incorporated in 1755, Laredo is one of Texas' oldest communities and today serves as the county seat of Webb County and the largest inland port in North America.

Located along the Rio Grande and connected by four international bridges, Laredo is a critical hub for international trade, transportation, and logistics between the United States and Mexico. The city benefits from a diverse economy anchored by warehousing, transportation, healthcare, education, retail, and public service.

Residents enjoy a unique bicultural atmosphere with world-class museums, historic plazas, festivals, and outdoor recreation opportunities including birding trails, golf courses, and access to Casa Blanca Lake. Laredo's downtown reflects its colonial roots, while new development continues to support growth and modernization.

The city is served by major highways, a commercial airport, and regional higher education institutions including Texas A&M International University and Laredo College



POPULATION
~256,000



MEDIAN HOUSEHOLD INCOME
\$61,519



MEDIAN HOME VALUE
\$182,400

AVERAGE MONTHLY RENT
\$1,001

[History](#)



[Tourism](#)



GOVERNANCE & ORGANIZATION

Laredo operates under a Council-Manager form of government. The Mayor is elected at-large and serves a four-year term, while eight City Council Members are elected by district. The City Manager oversees daily operations.

The City provides a full range of municipal services including:

- Police and Fire Protection
- Water and Wastewater Utilities
- Public Works, Parks, and Transportation



ABOUT THE JOB

The Utilities Department delivers water and wastewater services to more than 80,000 connections through extensive treatment, distribution, and collection systems. Reporting to the Utilities Director, the Assistant Director of Operations & Field Services plays a critical leadership role overseeing day-to-day field operations.

Key responsibilities include:

- Leading water distribution and wastewater collection divisions
- Managing emergency response for breaks, overflows, and service disruptions
- Supporting capital improvement planning and execution
- Ensuring regulatory compliance and safety standards
- Strengthening documentation, work order discipline, and operational consistency

DEPARTMENT STRUCTURE

Divisions within the Department:

- Water Distribution
- Wastewater Collection
- SCADA & Instrumentation
- Meter Infrastructure

DEPARTMENT QUICKFACTS



UTILITIES STAFF
~380



DEPARTMENT BUDGET
~\$60
MILLION (OPERATIONS)

KEY PROJECTS FOR 2026

- Transition from reactive maintenance to preventative O&M programs
- Institutionalization of emergency response playbooks and field standards
- Infrastructure rehabilitation and system reliability improvements

THE IDEAL CANDIDATE

The ideal candidate is a seasoned utility operations professional with deep experience in water distribution and wastewater collection systems. They bring a strong command presence in the field, are decisive during emergencies, and are trusted by crews for their practical understanding of operations. This leader values documentation, safety, and accountability while respecting field realities. They are comfortable managing high-visibility customer issues, coordinating contractors, and working collaboratively across departments. The successful candidate will be motivated to modernize operations, build supervisory consistency, and help shift the organization toward proactive, program-based maintenance practices.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Engineering, Public Administration, Business Administration, or related field
- Seven (7) years of experience in water and wastewater systems management
- Three (3) years of managerial-level experience
- Valid Texas Driver License

Preferred:

- State water and/or wastewater operator certifications
- Strong GIS/CMMS experience
- OSHA, confined space, or traffic control certifications
- Ability to communicate in Spanish is preferred but not required

SALARY & BENEFITS

- **Compensation:** \$114,358 – \$142,958 DOE/DOQ

The City of Laredo offers a comprehensive and competitive benefits package for full-time employees. Benefits include medical, dental, and life insurance coverage following a short waiting period. Employees participate in a pension retirement plan providing long-term financial security.

Paid leave benefits include vacation time, sick leave, and 16 paid holidays annually. The City also supports employee wellness, professional development, and safety-focused work environments. This position is classified as safety-sensitive and includes pre-employment and random drug and alcohol testing in accordance with City policy.

The Assistant Director will have the opportunity to contribute to one of the region's most critical utility systems while supporting long-term infrastructure resilience and public health protection.



HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

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The City of Laredo is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background check and pre-employment drug and alcohol screening.