



ASSISTANT DIRECTOR, WATER & WASTEWATER PLANTS

UTILITIES DEPARTMENT
CITY OF LAREDO, TEXAS

Annual Salary:

\$114,358 – \$142,958 DOE/DOQ



Are you a seasoned water and wastewater professional who can lead complex treatment operations while ensuring regulatory compliance and operational reliability? **If so, apply to be the City of Laredo's next Assistant Director, Water & Wastewater Plants.**

We're looking for a steady, operationally focused leader who is:

- Experienced in water and wastewater treatment plant operations
- Skilled in regulatory compliance, process optimization, and emergency preparedness
- Respected by operators and supervisors for practical, hands-on leadership

Located at one of the nation's most vital inland ports, Laredo offers a unique opportunity to lead essential infrastructure serving a growing binational region.



ABOUT THE COMMUNITY

Laredo, Texas is a vibrant border city located along the Rio Grande in South Texas and serves as the county seat of Webb County. Home to approximately 256,000 residents, Laredo is recognized as the largest inland port in North America and a critical gateway for international trade between the United States and Mexico.

Strategically positioned along Interstate 35, Laredo is approximately 150 miles south of San Antonio and directly across the border from Nuevo Laredo, Mexico. The city's economy is driven by international trade, logistics, transportation, healthcare, education, and public services. Its unique cultural identity blends American, Texan, and Mexican influences, reflected in its language, cuisine, festivals, and historic architecture.

Founded in 1755, Laredo features a rich history alongside continued investment in modern infrastructure and public services. Residents enjoy access to museums, arts venues, community festivals, and outdoor recreation including Casa Blanca Lake, municipal parks, hiking trails, and birding destinations.

Laredo is served by two public school districts, higher education institutions including Texas A&M International University and Laredo College, and regional healthcare systems. Housing costs remain affordable relative to many Texas metros, making the city attractive for professionals seeking long-term career growth.



POPULATION
~256,000



MEDIAN HOUSEHOLD INCOME
\$61,519



MEDIAN HOME VALUE
\$182,400

AVERAGE MONTHLY RENT:
\$1,001

History



Tourism



GOVERNANCE & ORGANIZATION

The City of Laredo operates under a Council-Manager form of government. The Mayor is elected at-large for a four-year term, and the City Council consists of eight members elected by district. The City provides a full range of municipal services including public safety, utilities, public works, transportation, health services, planning and development, and general administration. The organization emphasizes its core values of Responsibility, Integrity, Safety, and Excellence (RISE).



THE JOB

The Utilities Department provides water treatment, wastewater treatment, distribution, collection, and regulatory compliance services for the City of Laredo. The department operates multiple treatment facilities and supports long-term infrastructure planning and capital improvements.

Reporting to the Director of Utilities, the Assistant Director, Water & Wastewater Plants will:

- Oversee daily operations of water and wastewater treatment plants
- Ensure compliance with TCEQ, EPA, and OSHA regulations
- Lead plant optimization, maintenance discipline, and SOP development
- Support emergency preparedness and operational continuity planning
- Assist with capital planning, budgeting, and coordination with consultants

DEPARTMENT STRUCTURE

DIVISIONS WITHIN THE UTILITIES DEPARTMENT INCLUDE:

- WATER TREATMENT
- WASTEWATER TREATMENT
- ENGINEERING & CAPITAL PROJECTS
- WATER DISTRIBUTION & WASTEWATER COLLECTION
- ENVIRONMENTAL COMPLIANCE & WATER QUALITY



EMPLOYEES
UTILITIES STAFF

380



DEPT. BUDGET
COMBINED WATER & SEWER

~126 MILLION

KEY PROJECTS FOR 2026

- OPERATIONAL RELIABILITY AND COMPLIANCE STANDARDIZATION ACROSS TREATMENT PLANTS
- IMPLEMENTATION AND DOCUMENTATION OF SOPS AND EMERGENCY RESPONSE PROTOCOLS
- SUPPORT OF CAPITAL IMPROVEMENT PROJECTS AND LONG-TERM INFRASTRUCTURE PLANNING



IDEAL CANDIDATE

The ideal candidate will be an experienced water and wastewater operations professional with a strong understanding of treatment processes, regulatory compliance, and plant management. They will bring credibility with operators and supervisors and demonstrate the ability to lead without disrupting 24/7 operational reliability.

This leader will be calm under pressure, disciplined in documentation and compliance, and capable of guiding teams through emergencies and operational challenges. The successful candidate will value consistency, safety, and accountability while fostering trust within a legacy operating culture. Experience building repeatable systems, developing staff, and strengthening operational readiness will be essential for long-term success in this role.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in Engineering, Environmental Science, Chemistry, Biology, Public Administration, or related field
- Minimum of seven (7) years of experience in water/wastewater treatment technologies
- At least three (3) years of supervisory experience in plant or utility operations
- Valid Texas Driver's License (or ability to obtain)

PREFERRED:

- State water and wastewater operator licenses
- Experience managing multi-plant operations
- Knowledge of SCADA systems, asset management, and capital planning
- Municipal leadership experience with employee development and cross-departmental coordination
- Ability to communicate in Spanish is preferred but not required



SALARY & BENEFITS

Compensation: \$114,358 – \$142,958 annually 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:

Michael Czymbor, Senior Vice President of Recruitment & Leadership Development
michaelczymbor@governmentresource.com | 863-368-6659

The City of Laredo is an Equal Opportunity Employer. Finalists will be subject to a comprehensive background check.