

EPA Water Training Specialist

To apply, please email your resume and a brief note about your interest in the position to: Alliance@inh2o.org

We're actively seeking the right candidate for our full-time opening! Come join our purpose-driven, friendly & award-winning association! You'll get to support utilities & positively impact communities and residents throughout the state of Indiana!

Why Work for the Alliance of Indiana Rural Water?

Make a Real Impact:

Your work supports the essential mission of providing safe, reliable water and wastewater services to communities across Indiana—especially those in rural areas who rely on us the most. Join a team that advocates, educates, and empowers utilities and professionals throughout the state. Every task contributes to a bigger purpose.

Supportive, Tight-Knit Team:

We're a close-knit team of nearly 20 who genuinely care about each other. You're not a number here—you're part of a collaborative group where your ideas are heard, valued, and make a real impact.

Flexible Scheduling:

We understand the importance of work-life balance, and we offer flexibility when it comes to working hours.

Nationally Recognized Organization:

The Alliance was recently named State Association of the Year by the National Rural Water Association. Be part of an award-winning organization making waves at the state and national level.

About the Position

The Alliance of Indiana Rural Water is a non-profit 501(c)(6) corporation and has been a state affiliate of the National Rural Water Association (NRWA) since 1982. The Alliance is a training and technical assistance trade association with over 1,000 members, including utilities and

Associate Members throughout the state of Indiana. The Alliance currently has a staff of 18 working with rural and midsized communities across the state. We are currently accepting applications for an EPA Training Specialist.

The EPA Water Training Specialist provides training and technical assistance to low-income, disadvantaged, rural, community public utilities serving less than 10,000 people. This role supports utilities in achieving and maintaining compliance with the Safe Drinking Water Act and the Clean Water Act, while also helping systems strengthen their technical, managerial, and financial (TMF) capacity.

The Specialist identifies and prioritizes regulatory compliance training needs and TMF capacity development for small systems in the greatest need of assistance. Assistance may include on-site visits, formal on-site trainings, funding guidance, operational troubleshooting, and virtual training.

Successful candidates may come from multiple disciplines that contribute to utility capacity, including operations, financial management, engineering, environmental science, infrastructure planning, or GIS.

Candidates must be able to work both collaboratively and independently, possess strong communication skills, demonstrate computer proficiency (including Microsoft PowerPoint), have a clean driving record, and be able to pass a background check.

Strong candidates will be motivated to help rural systems overcome resource limitations through technical assistance, education, and relationship building.

Roles and Responsibilities (not all inclusive):

- Following program procedures provided by NRWA, the Specialist will work to meet the required hours of technical assistance and training specified within annual procedures.
- Provide technical assistance and training that supports compliance and builds technical, managerial, and financial capacity.
- Develop and deliver training materials to meet the needs of utility operators and managers, town councils, and community stakeholders in Indiana.
- Prioritize requests to ensure coverage of systems with serious health or economic problems first. Priority will also be given to facilities or groups that have difficulty meeting or maintaining compliance, or do not have proper treatment.
- Research, prioritize, and follow up on current requirements related to regulations, grant/loan funding, asset management, and workforce needs specified by state agencies regarding compliance, funding, and assistance programs.
- Collaborate with office administration and staff regarding training schedules and materials for state approval of CEUs.

- Provide on-site assistance and training that geographically represents the state during the program period, delivering technical and training assistance statewide.
- Accurately complete and submit required reporting documentation.
- Attend NRWA In-Service and WaterPro Conferences, as well as all in-state association events.

Job Requirements

Education, Skills & Abilities:

- 5 years in a management role of a water or wastewater utility OR a Bachelor's degree in Environmental Science, Engineering, Public Administration, Geography/GIS, Finance, or a related field plus relevant work experience.
- Experience in at least one of the following areas is strongly preferred:
 - Utility operations or management
 - GIS and digital mapping
 - Infrastructure funding (e.g., State Revolving Fund), capital planning, or budgeting
 - Training, education, or stakeholder coordination in community water topics
- Dual Operator (Water/Wastewater) Certification preferred but not required
- Indiana Driver's License (required)
- Minimum of a High School Diploma or GED
- Ability to create training materials through proficiency in Microsoft Office products
- Strong interpersonal skills and ability to build relationships with utilities, operators/owners, and state agencies

Schedule: Full-time, Monday to Friday

Work Location/Travel Requirements:

- Employee will be provided with a company vehicle
- Travel to onsite trainings, events, staff meetings, and to fulfill EPA grant duties throughout the state of Indiana
- Work from home on days not traveling
- Travel within Indiana for Alliance events is required (5-6 times per year)
- Travel for out-of-state conferences with NRWA (2 times per year)

Employee Benefits Snapshot:

- **Medical, Dental & Vision Insurance**
Employer covers 100% of employee premiums and 67% of eligible dependent premiums. Multiple plans available, including HSA and FSA options, with a \$100/month employer HSA contribution

- **Life & AD&D Insurance**
Basic coverage provided by employer; optional voluntary life and AD&D plans available at group rates
- **Mental Health & Wellness**
Access to mental health resources, counseling services, and employee assistance programs to support emotional well-being
- **401(k) Retirement Plan**
Employer match up to 10%, with a +2% match for every 1% contributed, encouraging strong retirement savings
- **Generous Paid Time Off**
Includes 13 paid holidays, vacation in your first year, plus sick and personal days
- **Flexible Work Environment & Travel Opportunities**
Flexible and supportive work environment with opportunities for travel, professional development, and community engagement

Salary Range: \$54,400 – \$81,600

Alliance of Indiana Rural Water is an equal opportunity employer.

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"Nobody has the staff that the Alliance has - the staff involvement, the staff personalities, the staff willingness to dig in and help - whether it's a water problem, a wastewater problem, or putting together a booth. It's the staff that makes the Alliance."

- Bob Jordan, Covalen

