

Wastewater Technician

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! Join us to support utilities and make a positive, lasting impact on 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 professionals 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 help shape our statewide impact.

Flexible Scheduling:

We understand the importance of work-life balance and provide flexibility when it comes to your schedule and work environment.

Nationally Recognized Organization:

IN 2024, the Alliance was honored as the *State Association of the Year* by the National Rural Water Association. In 2025, we proudly received the award for *Outstanding Technical Assistance*. Join an award-winning organization making a measurable impact at both the state and national levels.

About the Position

The Alliance of Indiana Rural Water is a non-profit 501(c)(6) corporation and the Indiana state affiliate of the National Rural Water Association (NRWA) since 1982. We're a statewide training and technical assistance trade association with over 1,000 members, including utilities and Associate Members. Our staff of nearly 20 works daily to support rural, small, and mid-sized communities throughout Indiana.

We are currently accepting applications for a USDA Wastewater Technician. The role of the Wastewater Technician is to support the association's goals and objectives related to assisting rural and small community wastewater utility systems in providing technical assistance and training to public wastewater system personnel across Indiana. The Wastewater Technician is required to travel to systems working on-site and will collaborate closely with system personnel, state and regional agency officials.

The purpose of the Wastewater Program, developed by the National Rural Water Association, is to protect the nation's multi-billion-dollar investment in rural and small municipal water/wastewater systems by providing on-site technical assistance, which ensures cost-effective operations and adequate income for both operations and debt service within each state/jurisdiction.

Candidate must have the ability to work with a team and independently, possess strong communication skills, as well as computer proficiency, a clean driving record, and the ability to pass a background check. Pertinent certification credentials in wastewater operations required.

Key Responsibilities *(not all inclusive)*:

- Following program procedures provided by our national association (NRWA), the Wastewater Technician will work to meet the required hours of technical and training assistance specified within the annual program procedures
- Provide assistance in all areas of utility operations and management, maintenance, security, loan applications, and health and environmental issues
- Organize/Provide a minimum of 1 formal training class annually on Emerging Contaminants with the opportunity to provide other formal training if desired
- Prioritize requests to ensure coverage of wastewater systems with serious health or economic problems first
- Research, prioritize, and follow up on current requirements specified by state agencies regarding compliance, funding, and assistance programs
- Develop informational articles for dissemination in our bi-annual membership magazine
- Respond to inquiries from utilities and partner governmental agencies regarding technical assistance needs throughout the state of Indiana
- Accurately complete and submit the required reporting documentation
- Attend national and state events, including NRWA In-Service and WaterPro Conferences and all Alliance events throughout the year

Job Requirements

Education, Skills & Abilities:

- 5 years in a management role of a wastewater utility
- Wastewater License Required
- All accepted applicants must earn the Utility Management and Utility Finance Certification within 6 months of their hire date.
- IN 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 the ability to build relationships with utilities, operators/owners, and state agencies.

Work Environment & Travel

- Full-time, Monday–Friday schedule
- Travel statewide for on-site training, meetings, events, and to fulfill USDA grant duties (events 5-6 times per year)
- Work from home on non-travel days
- Attend national NRWA events (2 per year)
- A company vehicle is provided for work travel

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
- **Loyalty Recognition**
Starting after your first full year, employees receive a \$100 bonus for each year of employment, increasing annually up to 25 years (maximum \$2,500).

Salary Range: \$54,400 - \$81,600

The salary range represents the current full range for this position, including progression over time. Placement within the range will be based on factors such as relevant experience, skills, education, and internal equity, with opportunities for growth through tenure and performance.

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

