

City of Corpus Christi, TX – Assistant Director of Wastewater Treatment

The Community

Located along the Gulf of Mexico, Corpus Christi is a vibrant coastal city with a population of approximately 320,000. Known for its stunning beaches, warm climate, and rich cultural heritage, it is one of Texas' largest cities, offering a dynamic mix of urban amenities and small-town charm. The community boasts a strong economy driven by industries such as energy, tourism, and maritime commerce, along with a growing focus on sustainability and innovation. With an affordable cost of living, excellent schools, and a variety of recreational opportunities, including water sports, nature preserves, and a thriving arts scene. Corpus Christi is an ideal place to live and work!

Government

Corpus Christi has a Council-Manager form of local government. The City Council is composed of the Mayor, one Member from each of the five Council Districts, and three At-Large Councilmembers. The citizens elect each Councilmember to a two-year term. Five Councilmembers constitute a quorum, which is required to conduct City business. The Council appoints the City Manager, City Secretary, City Auditor, and Municipal Court Judges.

The City Manager serves as the organization's chief executive officer and is responsible for the city's day-to-day management, operations, and hiring of City employees, including the executives (Assistant City Managers, Directors, Assistant Directors). The City Manager is tasked with implementing the council's decisions, managing a \$1.8 billion operating and capital budget, and overseeing 4,100 employees.

The Position

The Assistant Director of Wastewater Treatment is a key executive leader responsible for the overall operation, maintenance, and strategic direction of the City's six wastewater treatment facilities and 107 lift stations. This role oversees daily plant operations, ensures compliance with all regulatory requirements, and directs the work of plant managers, engineers, and operations staff. Reporting directly to the Texas Commission on Environmental Quality (TCEQ) on compliance matters, this position also engages with residential, commercial, and industrial customers, regulatory agencies, and City Council members on matters related to wastewater services, public health, and infrastructure.

This position leads the development and execution of operational strategies, preventive maintenance programs, and long-term capital improvement plans to ensure environmental compliance, efficiency, and sustainability. The Assistant Director manages the department's budget, supervises major infrastructure projects, and interprets complex technical documents such as engineering drawings, code requirements, and GIS data.

Duties and Responsibilities

- Manage the daily operations, personnel, and compliance with all regulatory requirements for six wastewater treatment facilities, treating more than 30MG per day.
- Develop and implement appropriate operational and preventive maintenance plans to ensure effective and efficient operation of wastewater treatment plants and facilities
- Ensure compliance with environmental laws and standards, including permits and quality control measures.
- Prepare and manage the annual budget ensuring financial accountability and efficiency
- Lead, motivate and develop a diverse team of wastewater professionals, ensuring a safe and productive work environment.

- Provide wastewater treatment staff with guidance necessary to achieve department objectives, while promoting a collaborative and productive environment.
- Foster a culture of continuous improvement within the team, promoting training and professional development opportunities
- Develop and oversee the implementation of strategic capital improvement program targeting enhancement and recapitalization of all six wastewater facilities and structures.
- Develop and implement long-term plans for wastewater services, including infrastructure improvements, capacity expansions and technology upgrades.
- Coordinate with consultants, regulatory officials, and contractors to ensure the department's preparedness to changes in permitting and regulatory compliance
- Serve as a primary point of contact for public inquiries related to wastewater treatment and services
- Communicate clearly and effectively in professional settings, public forums, and council meetings
- Liaise with regulatory agencies on compliance issues and environmental protection initiatives
- Apply federal, state, and local codes to review engineering and architectural plans, using GIS data, drawings, and maps to confirm project compliance
- Perform engineering calculations, analyze performance data, and verify that infrastructure elements like lift stations and detention ponds are correctly sized and meet code requirements
- Prepare agenda items, proposed legislation, code changes for management review and City Council approval. Prepare and present complex issues to internal and external customers.

Education and Experience

Qualified applicants will have a bachelor's degree from an accredited college or university, and a minimum of seven (7) years of increasingly responsible experience; a master's degree is preferred. A Registered Professional Engineer in Texas preferred; a TCEQ Class A Wastewater Treatment Operator license is required at time of hire.

The Ideal Candidate

The ideal candidate should be a seasoned utility professional with a deep understanding of wastewater operations, regulatory compliance, and infrastructure planning. They should bring significant experience managing complex treatment systems and lift stations, with a proven ability to lead day-to-day plant operations while also steering long-term strategic initiatives.

The ideal candidate should have demonstrated success managing teams of engineers, plant managers, and operations staff while cultivating a culture of safety, accountability, and collaboration. They must be skilled in regulatory reporting and adept at building relationships with agencies such as TCEQ, as well as with consultants, contractors, and internal stakeholders. Experience overseeing capital improvement programs, implementing maintenance plans, and managing multi-million-dollar budgets is essential.

Excellent communication skills are a must, particularly when engaging with the public, presenting at council meetings, or responding to regulatory inquiries. The ideal candidate can interpret and present technical information clearly, respond swiftly to emergencies, and advocate for operational needs with professionalism and confidence. Above all, the ideal candidate will be committed to public health, environmental stewardship, and the efficient, sustainable delivery of wastewater services.

Salary

The City of Corpus Christi is offering a salary between \$155,000 - \$180,000, commensurate with experience, and a comprehensive benefits package that includes TMRS, health, dental, etc. More information regarding the employee benefits can be found [here](#). Relocation assistance will be available for the successful out of area candidate.

How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: CCADWWT

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The City of Corpus Christi is an Equal Employment Opportunity Employer.