

C A R E E R O P P O R T U N I T Y



*Working Together to
Provide Cooperative
Water Solutions*

LABORATORY SUPERVISOR

LABORATORY DEPARTMENT | MONTEREY ONE WATER | MARINA, CALIFORNIA

ANNUAL SALARY: \$133,203 to \$170,004 DOE/DOQ PLUS ADDITIONAL INCENTIVES (SEE BENEFITS)

Ensure the safety and sustainability of our community's water resources!

MONTEREY ONE WATER IS SEEKING A TECHNICAL EXPERT AND EXPERIENCED LEADER TO SERVE AS THEIR NEW LABORATORY SUPERVISOR. This role offers ample opportunities for professional development and career growth. As a crucial member of the organization, the Lab Supervisor will oversee the day-to-day operations of the water quality laboratory as well as eight direct reports, ensuring that all testing and activities meet the highest standards of quality control and compliance, and overseeing the laboratory's ELAP and TNI certification. Additionally, they will play a key role in budget oversight, administering the lab budget and procuring necessary technology and equipment to support operations effectively. Technical proficiency in laboratory procedures, troubleshooting, and instrumentation is essential, as is a comprehensive understanding of environmental lab maintenance and regulatory requirements. Prior experience in water or wastewater is strongly preferred. The ideal candidate is an ambitious and driven professional with the ability to prioritize multiple projects, who values efficiency and communicates effectively. If you are a proactive, hands-on leader with a passion for environmental and laboratory science, we invite you to apply for this exciting opportunity. Apply now and join the dynamic team at Monterey One Water!

THE COMMUNITY

MONTEREY COUNTY IS A PROGRESSIVE COMMUNITY spanning 3,771 miles with a population of approximately 439,000. The region is considered one of the most desirable places to live in the United States due to its mild climate, gorgeous beaches, family-friendly activities, and lush landscape. Visitors flock to the famous Monterey Bay Aquarium to view over 200 exhibits with 80,000 beautiful plants and animals, inspiring essential ocean conservation. Golfers tee up on the area's 20+ golf courses, and cyclists enjoy scenic rides along the rocky coastline. Walking along Old Fisherman's Wharf, you'll be able to watch whales in their natural habitat while enjoying sustainable seafood. Walk or bike the nearby stone streets of Carmel-by-the-Sea and visit handcrafted candy shops, the Carmel Plaza Shopping Center, and the last bookstore in town, beloved by locals.



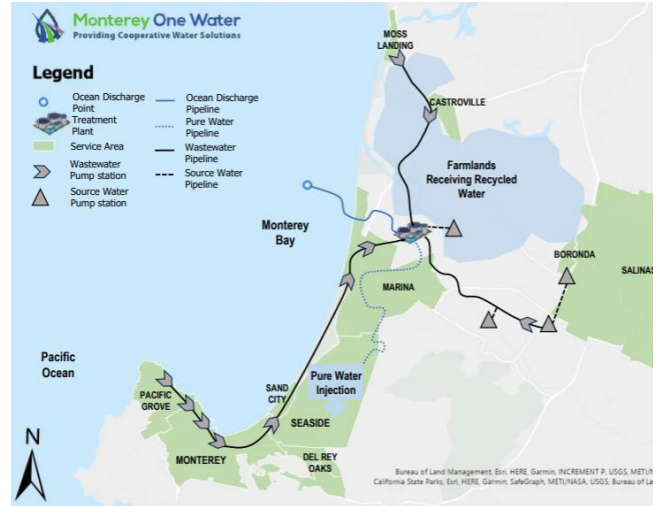
THE ORGANIZATION

MONTEREY ONE WATER IS THE INDUSTRY LEADER in water recycling and the first in Northern California to turn wastewater into clean, safe drinking water. Before the establishment of Monterey One Water (M1W), every community in the Monterey Bay area owned and operated its own treatment plant. In 1972, the United States enacted the Federal Clean Water Act, which required communities to come together to increase treatment standards and bring regional efficiency to sewer system management. M1W was formed by Monterey, Pacific Grove, and Seaside Sanitation Districts. Over the years, additional entities in northern Monterey County joined the regional system and eventually the members formed a Joint Powers Authority (JPA).

Monterey One Water's Service Areas

Now, M1W cleans wastewater for more than 285,000 residents and over 7,000 businesses residing in their service area. This equals approximately 17 million gallons of wastewater being pumped through facilities each day. The organization's processes have helped to preserve the integrity of the beautiful Monterey Bay, a National Marine Sanctuary, and the sustainability of the area's agricultural operations. M1W employs 102 full- and part-time staff members, with projected growth to 108 staff in the near future. They are governed by 10 dedicated Board Members.

Explore the benefits of working at M1W



THE LABORATORY

THE LABORATORY SUPERVISOR WILL REPORT TO THE ASSISTANT GENERAL MANAGER and have eight direct reports. Laboratory Services is responsible for performing testing and analysis to monitor the quality of M1W's wastewater and water recycling treatment processes, and ensuring the Agency's compliance with federal and state environmental standards and regulations. Laboratory Services works closely with the Operations Department on a daily basis, and is located on-site at M1W's Regional Treatment Plant (RTP). [Click here](#) to learn more about the testing performed in M1W's laboratory.

[CLICK LINK](#)

THE JOB & IDEAL CANDIDATE

THE LAB SUPERVISOR WILL PROVIDE TECHNICAL GUIDANCE, mentorship and development for their team, and take ownership of the lab's annual accreditation process with ELAP and TNI. With a focus on strategic planning and continuous improvement, this role will coordinate the laboratory's workflow, administer the budget and work schedule, and ensure efficient operations. While this position is more administrative in nature, the Supervisor will also spend time on the floor with lab staff, so an extensive understanding of sampling procedures and testing methodologies is essential. This role will involve liaising with other M1W departments, executive leadership, regulatory agencies and the public, which will require excellent communication skills and the ability to effectively convey technical information to a variety of audiences. The Lab Supervisor will be instrumental in maintaining the high standards of M1W's laboratory.

The ideal candidate will be a detailed, analytical and hands-on leader, with an enthusiasm for learning and teaching others. Familiarity with wastewater or potable water systems is ideal, as is a strong background in environmental compliance. M1W cultivates a work environment that prioritizes collaboration, integrity, and humility; these values, as well as an innovative and forward-thinking mindset, are key to success. The Lab Supervisor should also be transparent, approachable, personable, and eager to act as a resource for their team.



The ideal candidate will also have knowledge of...

- ▶ ELAB and TNI accreditation requirements (recently renewed at Monterey One Water).
- ▶ Laboratory equipment and supply procurement.
- ▶ Current LIMS systems and their functions.
- ▶ ICP (Inductively Coupled Plasma) Spectroscopy testing procedures.
- ▶ Relevant methods and instrumentation in environmental science.
- ▶ Clean Water Act and Drinking Water Act compliance.
- ▶ Title 22 standards for agricultural water reuse.
- ▶ Proper record-keeping procedures during lab testing.

MINIMUM QUALIFICATIONS

Any combination of experience and education/training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education: Equivalent to a bachelor's degree from an accredited college or university in chemistry, biology, microbiology, environmental engineering, biochemistry, or a closely related field.

Experience: Four years of progressively responsible laboratory experience performing technical analysis work, including a minimum of two years of supervisory and administrative experience.

Certifications:

- ▶ Grade III Laboratory Analyst Certificate issued by the California Water Environment Association and continued maintenance of a valid certificate, with the ability to obtain a Grade IV within 12 months after completion of probation.
- ▶ Agency-provided First Aid/CPR training certificates, obtained during the initial 12 months of employment and maintained as a condition of employment.

Driver's License: Possession of a valid driver's license, satisfactory driving record, and insurable by the Agency's insurance at the standard rate.

DESIRED

Experience: Two to three years of experience in water or wastewater field.

UPCOMING PROJECTS, CHALLENGES & OPPORTUNITIES

Advanced Water Purification Facility. Instead of mixing into the ocean, secondary effluent feeds into an Advanced Water Purification system. Laboratory staff oversees testing that ensures the four steps of this process—ozonation, membrane filtration, reverse osmosis, and UV light exposure—are functioning optimally.

CLICK
TITLES

Pure Water Monterey. With the expansion of M1W's Pure Water potable reuse project and well slated for completion in late 2025, Laboratory Services will build capacity in preparation for increased testing demands.

Expansion of in-house testing. The lab is currently in the process of bringing several previously outsourced testing procedures in-house, which will reduce costs and increase efficiency.





SALARY & BENEFITS

[CLICK LINK](#)

An annual salary of **133,203 to \$170,004 DOE/DOQ**, plus a **generous benefits package**:

RETIREMENT. California Public Employees' Retirement System (CalPERS) Tier 1: 3% at 60. Tier 2: 2% at 55. Tier 3: 2% at 62.

HEALTH, DENTAL, AND VISION CARE COVERAGE.

Agency pays 100% for the employee and most dependent contributions.

LIFE & ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE.

1 times the employee's annual salary plus \$15,000, a maximum of \$265,000.

SHORT-TERM AND LONG-TERM DISABILITY INSURANCE

HOLIDAYS. 13 paid holidays per year plus 1 floating holiday per year.

VACATION. 80 hours per year 1–3 years of service; increases based on years of service.

ADMINISTRATIVE LEAVE. Five days per year; 120 hours max accrual.

SICK LEAVE. 96 hours per year.

BEREAVEMENT LEAVE. Up to five days per incident.

Employees can use sick, vacation, or administrative leave.

MILITARY LEAVE. Temporary military leaves of absence will be granted to engage in ordered military duty.

ADDITIONAL BENEFITS. 3.5% education incentive for Master's degree in a related field, moving allowance (if moving from outside of Monterey County), Employee Assistance Program, AFLAC, Deferred Compensation Plan, and Flexible Spending Accounts.

HOW TO APPLY

For first consideration, apply by **MAY 27** at:

SAVE THE DATES. Round one virtual interviews will take place on **JUNE 12**. Finalists will move forward to round two in-person interviews on **JUNE 24**.
Selected candidates must be available for both dates.

WBCP JOB BOARD



Please contact your recruiter, Lauren Gerson, with any questions:
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541.664.0376 direct