

UPPER BLACKSTONE CLEAN WATER

Deputy Director

Position Statement



Summary

Upper Blackstone Clean Water (Massachusetts) is seeking an experienced, dynamic, and professional individual for the position of Deputy Director to continue our mission of environmental stewardship. The Deputy Director is responsible for management of plant activities including operations, maintenance, engineering, asset management and capital improvements programs and budgeting. The work involves considerable technical knowledge and independent judgment in planning work and making technical, administrative, and financial decisions. The Deputy Director reports to the Engineer Director and to the Board of Directors.

The Organization and Facility

Upper Blackstone Clean Water (Upper Blackstone) is the rebranded name for The Upper Blackstone Water Pollution Abatement District. Upper Blackstone was created and is duly organized and existing pursuant to the provisions of Chapter 752 of the Acts of 1968 General Court of The Commonwealth of Massachusetts and is overseen by a Board of Directors representing the member communities. The Engineer Director provides day-to-day oversight and supervisory responsibilities.

~ Stewardship Through Science ~

Upper Blackstone Clean Water owns and operates an advanced wastewater treatment facility designed to treat an average daily flow of 45 million gallons per day (MGD), a maximum daily flow of 80 MGD, and a peak hourly flow of 160 MGD. Upper Blackstone treats wastewater from domestic, commercial, and industrial sources from the City of Worcester, the Towns of Auburn, Holden, Millbury, Rutland, and West Boylston, and the Cherry Valley Sewer District in the Town of Leicester. Upper Blackstone also serves portions of the Towns of Oxford, Paxton, Shrewsbury, and Sutton. In addition, Upper Blackstone accepts septage from nearby communities and liquid sludge from many facilities throughout Massachusetts.



Upper Blackstone provides wastewater treatment services to a population of approximately 250,000. Revenue is received through member assessments and non-member fees. The facility is primarily regulated by USEPA Region 1 and the Massachusetts Department of Environmental Protection (MADEP).

Portions of Upper Blackstone's treatment facility are located in both Millbury and Worcester. The facility is bordered by Routes 146 & 20 and Nippnapp Trail and is adjacent to Exit 94 on the Massachusetts Turnpike. The facility discharges to the Blackstone River per the terms of National Pollutant Discharge Elimination System (NPDES) permit (MA0102369), and discharges air emissions per the terms of an Air Quality Operating Permit issued by MADEP and Sewage Sludge Incinerator (SSI) regulations issued directly by USEPA. The treatment facility services a sewer

system that includes a combined sewer and stormwater system in a section of downtown Worcester. The biological nutrient removal (BNR) system is designed for an average flow of 45 MGD. Total treatment capacity is 160 MGD. The average annual flow is about 30 MGD.

Upper Blackstone serves its customers by providing a high level of advanced biological wastewater treatment. Following treatment, effluent is discharged near the headwaters of the Blackstone River in Millbury. The Blackstone River originates at the confluence of Middle River and Mill Brook in Worcester and flows southeast 46 miles into Rhode Island where it joins the Seekonk and Providence Rivers, subsequently discharging into Narragansett Bay. Upper Blackstone's stringent NPDES permit limits are based on the water quality standards of both the River and Bay. To meet these standards, Upper Blackstone operates a BNR process to reduce conventional pollutants as well as nitrogen, phosphorus, and metals.

Upper Blackstone's [treatment process](#) is an advanced BNR system that can be operated in an AO, A2O, or MLE configuration. Effluent limits include seasonal limits of 0.1 mg/L total phosphorus and 5 mg/L total nitrogen. The treatment process utilizes screening, aerated grit removal, primary clarification, biological nutrient removal in suspended growth reactors with secondary clarifiers, chlorination, and de-chlorination. Biosolids are thickened and combined with merchant biosolids and then dewatered and incinerated in one of two multiple hearth incinerators. Incinerator gases are treated through venturi and tray scrubbers, a wet electrostatic precipitator, and a regenerative thermal oxidizer. Incinerator ash is deposited in a lined on-site monofil. On average, the facility processes 18,000 dry tons of biosolids per year.



Board of Directors

The [Board of Directors](#) is responsible for setting the policy and direction of Upper Blackstone Clean Water. The board is also responsible for approval of budgets, ordinances, and other matters of administration. The Deputy Director serves at the discretion of the board and under the oversight of the Engineer Director.

The Role of Deputy Director

The Deputy Director performs supervisory work of a difficult and responsible nature in connection with administration of the wastewater treatment facility. Work involves considerable technical knowledge and independent judgment in planning work and making technical, administrative, and financial decisions. Duties include:

- Provides senior level support to the Engineer Director in all aspects of plant activities and administration.
- Responsible for coordination among and oversight of operations, maintenance, laboratory/pretreatment, and engineering departments.
- Responsible for the development, planning, and budgeting of the capital improvement plan to sustain the facility for long-term operation while maintaining compliance and managing costs.
- Manages the work of outside consultants as needed to meet objectives.
- Provides oversight of plant operations and review of operating data to assure compliance with permit criteria.
- Ensures utilization of the computerized maintenance management system to support the asset management program.
- Supports and reviews plant safety programs.
- Assists in specification of major operating equipment.
- Checks and verifies payroll.
- Assists with and training of plant staff.
- Assists in negotiation of the union contract.
- Assists with personnel matters and assures that policies/procedures are adhered to.
- Represents the Engineer Director in his/her absence.

Work is reviewed through reports and conferences with the Engineer Director.





Required Qualifications

- Thorough knowledge of and ability to operate within Federal and State laws and regulations.
- Thorough knowledge of and skill in operating and maintaining wastewater treatment equipment.
- Considerable knowledge of the elements of chemistry and environmental engineering.
- Knowledge of Federal Occupational Safety and Health Act, and State safety regulations.
- Ability to organize and direct wastewater treatment activities.
- Thorough knowledge of the processes and technical procedures involved in wastewater treatment and industrial waste management.
- Ability to provide clear direction to all levels of plant staff.
- Ability to establish and maintain effective communications and working relationships with plant personnel, the Board, professional organizations, and the public.
- Familiarity with computer management information systems.
- Capable of being bonded.
- Capable of handling the physical demands as required and working in environmental exposures.



Compensation

Starting Annual Salary: \$100,000-\$130,000, commensurate with qualifications, education, and experience. A competitive and attractive benefits package, as well as [Massachusetts Group Insurance Commission \(GIC\) health](#) and Massachusetts state retirement system plans, is part of the compensation package.

Education and Experience

- Graduate from an accredited four-year college or university with major work in chemical, civil, environmental engineering, or a related field. Master's degree is a plus.
- A minimum of 10 years of experience in wastewater treatment, with at least three years in a supervisory capacity is required.
- Registered Professional Engineer is preferred.
- Commonwealth of Massachusetts Grade 7 Certificate for Operation of Wastewater Treatment Facilities required or ability to obtain within six months of employment.
- Class D Motor Vehicle Operator's License is required.

How To Apply

Interested applicants should send a cover letter and résumé, in confidence, via email to:

Apply@communityparadigm.com

Subject: Upper Blackstone Deputy Director

Submit a single PDF containing both cover letter and résumé.

Position is open until filled with a first round of review on January 2, 2022. Application materials will be reviewed according to the outlined experience, education, and qualifications.

Applicants chosen to interview for the position will be contacted by Community Paradigm Associates. Finalists will be asked to submit references and for approval of background reviews before their name is advanced to the Engineer Director.

Questions regarding the position should be directed to:

Ray Santilli, Senior Associate
Community Paradigm Associates
RSantilli@communityparadigm.com
781-775-7442

Upper Blackstone Clean Water is an Equal Opportunity/Affirmative Action Employer.