



## NOTICE OF JOB OPENING

### Instrument Technician III (Internal and External)

Opening Date: 03/11/2026

Closing Date: Open Until Filled

Classification : Grade 11, Non-exempt \$36.26 hourly

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**Summary of Job Duties and Responsibilities:** The INSTRUMENT TECHNICIAN III develops, maintains, troubleshoots, monitors, designs, implements, documents automation and programs controls systems involving HMI and PLC/SCADA systems; inspects, calibrates, tests and maintains various electronic, pneumatic, hydraulic, and technical equipment; interprets electrical and electronic schematics; maintains work records and inventory of parts and equipment; provides training on HMI and PLC/SCADA systems and computer hardware and software; completes confined space entry permits; subject to call out; performs other essential duties as assigned.

#### **Knowledge, Skills, and Abilities:**

- Extensive knowledge of various equipment including PLC's, SCADA, AC & DC drive systems. Detailed knowledge of Allen-Bradly PLC's and Touch Screen hardware to include A-B PLC platforms-CompactLogix, ControlLogix, Small Logic Controllers (SLC), MicroLogix, Micro800Control Systems, PanelView Touch Screen.
- Detailed knowledge of SCADA system, network architecture (Modbus RTU RS485 & wireless networks, DF1 Serial Wireless network, A-B Ethernet wired and Wireless networks).
- Extensive knowledge of various SCADA wireless communication platforms including licensed and unlicensed radios & cellular routers.
- Knowledge of Cellular and Radio telemetry for remote sites. Network communications and telemetry experience including: ethernet, fiber, serial (RS-232, RS-485).
- Detailed knowledge of PLC-HMI Software Package that includes PLC & Touch Screen Software – RSLogix 5, RSLogix 5000, PanelView, HMI Software Ignition package, Radio Software Digi XCTU & GE MDS Element software package.
- Detailed knowledge of security practices used when implementing new communication & integration schemes related to control equipment.
- Instrumentation and Controls design experience.
- Ability to make informed decisions during new project design.
- Ability to troubleshoot existing as well as program/commission new PLC/DCS systems.
- Ability to interpret schematic drawings and manuals.
- Ability to update schematic drawings and manuals.
- Ability to keep accurate records.
- Ability to differentiate wire colors. Ability to differentiate wire colors.
- Ability to lift 75 lbs.
- Ability to work in, above (up to 200 feet high) and below ground structures.
- Ability to work outdoors in all types of weather.
- Ability to use personal computer to interface with field equipment (PLC's, VFD's, Radios, and Cellular Modems).
- Ability to work in confined spaces, fill out entry forms, and monitor air quality.
- Ability to work independently.
- Ability to write neatly and legibly and maintain accurate records.
- Ability to interact with customers, vendors and employees and others in a courteous manner
- Skilled in the use of hand tools and electronic testing devices.
- Ability to operate electronic testing devices such as voltmeters, ammeters, multimeters, etc.
- Ability to use self-contained breathing device (SCBA).
- Must have hand and finger dexterity.
- Must have eye and hand coordination.
- Skilled in both oral and written organizational and communications procedures and practices.
- Skilled in PLC, SCADA, and other software programs.
- SCADA design and implementation experience. Java and Python programming languages for scripting, SQL databases, reporting, interfacing with PLC tags.

#### **Minimum Qualifications**

- Three years of work experience programming and design of PLC and SCADA systems.
- One and one-half years (1.5) of work experience using voltmeters, ammeters, multimeters, current generators as tools and equipment associated with instrumentation craft.
- Experience in troubleshooting, calibration, testing and repair of electronic equipment.
- Must have excellent organizational and communications skills both oral and written.

#### **Special Requirements**

- Must pass a criminal background check (all positions if filled by external candidate).
- Must have a valid Arkansas Driver's License
- Must have and maintain a good driving record (see Good Driving Record definition).
- Must pass pre-employment drug screening and be subject to random screening pool requirements during employment (see Safety Sensitive information).
- Must pass a fitness exam (if position filled by external candidate or current employee in position that doesn't require fitness exam).
- Must pass pulmonary function test (if position filled by external candidate or current employee in position that doesn't require PFT).

- Must live within 60-minute or 1 hour radius of Wilson Treatment Plant to reasonably respond to on-call duty.
  - Must maintain a personal telephone due to on-call duty.
  - Must be available to respond to callouts on nights, weekends, and holidays.
  - Must obtain the Arkansas Water DISTRIBUTION Grade 3 and TREATMENT Grade 3 License training within 12 months of hire.
  - Must pass the Water Distribution Grade 3 License or Treatment Grade 3 License exam within 18 months of hire.
  - Must pass the other Grade 3 License Exam within 24 months of hire.
- Timeframe for obtaining licenses required for position:*  
*One license – within 18 months*  
*Two licenses – within 24 months*
- Must be a high-performing, innovative, values-driven, informed, and passionate individual.

### **Work Conditions**

Works in heated and air-conditioned office and work outside in all types of weather and may be exposed to extreme heat, rain, snow, sun, etc.

Must perform heavy lifting as ongoing requirement of job. Exposed to dirt, mud, and water.

May be exposed to insects, snakes, dogs, poison ivy and other potentially hazardous plants and animals.

**This is a safety sensitive position due to utility driving requirements, or the position duties have been evaluated as to whether a momentary lapse of attention with risk of injury to others with even a momentary lapse of attention can have grave and disastrous consequences.**

### **GOOD DRIVING RECORD:**

You must have and maintain a Good Driving Record for this job. CAW's definition of a good driving record is based on the last three (3) years of driving.

Types of items which may cause an individual **NOT** to have a **good** driving record may include, but are not limited to the following over the **previous three (3) years**:

1. Three (3) or more accidents where you were ticketed.
2. **DWI** (driving while intoxicated or under the influence of drugs or alcohol).
3. Excessive speeding tickets (20 mph over the limit) along with any other tickets or violations.
4. Hit and Run – leaving the scene of an accident.
5. Ticketed for Reckless, Negligent, or Careless driving along with any other tickets or violations.

We **cannot** hire candidates who **do not** have a **Good Driving Record** when the job requires a Good Driving Record.

### **SAFETY SENSITIVE INFORMATION**

CAW has a vital interest in providing for the safety and well-being of all employees and the public while maintaining efficiency and productivity in all its operations. In fulfillment of its responsibilities, CAW is committed to maintaining a drug-free and alcohol-free workplace, including but not limited to the use of Illegal Drugs and the misuse or illegal use of Legal Drugs. Several CAW positions are designated as Safety Sensitive. Posting Notices will state, "Safety Sensitive: YES" and the following information will be included within the job description:

This is a safety sensitive position due to utility driving requirements or job responsibilities which include safety-sensitive tasks that require performing duties fraught with risk of injury to others where even a momentary lapse of attention may have grave and disastrous consequences.

Individuals applying for a Safety Sensitive position will be required to pass a pre-employment drug screening and be subject to DOT or NonDOT random screening requirements for drug and alcohol screening during employment.

An internal or external applicant for a Safety-Sensitive Position who is issued a Registry ID Card by the State of Arkansas for use of medical marijuana must disclose such use upon his or her submittal to CAW of an application for the position. An applicant with a Registry ID Card will be disqualified from Safety-Sensitive positions but will be considered eligible to apply for other available positions that are not Safety-Sensitive or may become eligible for Safety Sensitive positions once the applicant is no longer a user of medical marijuana.

The above describes the general content and requirements for this job. It is not intended to be an all-inclusive list of duties, responsibilities, or requirements.

Application must be completed to be considered for the position.

Central Arkansas Water is an EQUAL OPPORTUNITY EMPLOYER that does not discriminate in its employment practices.