



## NOTICE OF JOB OPENING

### Watershed Technician (Internal and External)

Opening Date: 03/25/2026

Closing Date: Open Until Filled

Classification : Grade 6, Non-exempt \$25.86/hourly

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**Summary of Job Duties and Responsibilities:** The WATERSHED TECHNICIAN performs semi-skilled maintenance on watershed properties, facilities, and equipment; performs routine maintenance and on-site inspections of CAW parks, lakes and other watershed properties; assists with the collection of various monitoring data on forested and non-forested lands and in aquatic habitats; coordinates with and oversees contractors and partners performing work in the watersheds; builds program support with watershed residents and patrons; serves as a member of the CAW Prescribed Fire Team; provides support for emergency response; and performs other essential duties as assigned.

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

- Knowledge of the Rules of Public Use of the lakes and watershed properties
- Knowledge of the basic principles and practices of watershed management.
- Knowledge of the Lake Maumelle Watershed Management Plan.
- Knowledge of boating safety regulations of the State of Arkansas.
- Knowledge of GPS (global positioning system).
- Knowledge of basic vehicle operation and upkeep (checking fluids, belts, etc.) to ensure safe vehicle operations.
- Knowledge of equipment preventive maintenance procedures.
- Ability to operate a: motorboat, tractor, grounds keeping equipment, and other equipment listed.
- Ability to learn and follow various sampling and data collection protocols.
- Ability to navigate forested terrain using GPS.
- Ability to obtain designated Wildland Fire training.
- Ability to maintain tact and diplomacy and to maintain effective working relationships with contractors, watershed residents and patrons, program partners, governmental agencies, citizen groups, and employees.
- Ability to interpret and explain CAW Rules to the public.
- Ability to work independently on a wide variety of duties and responsibilities, with accuracy, under time sensitive deadlines.
- Ability to monitor and inspect contracted work to determine compliance.
- Ability to use a personal computer and iPad/Tablet.
- Ability to maintain and keep clean equipment and vehicles.
- Ability to complete and maintain accurate and legible records and reports.
- Ability to maintain safety awareness.
- Ability to lift at least 50 pounds on routine basis.
- Ability to work outside in all types of weather/terrain.
- Ability to work alone and with little or no direct supervision on projects and tasks.
- Ability to work varied work schedules, days, and hours on occasion.
- Semi-skilled in routine maintenance techniques including welding, minor concrete work, carpentry, and some electrical knowledge.
- Skilled in the operation of a truck with various sizes and types of trailers.

#### **Minimum Qualifications:**

Must have a high school diploma or GED.

Must have one and a half (1.5) years of experience in ground maintenance, natural resources or park maintenance, farming, forestry, construction, or other similar/related work.

Experience operating a truck and trailer, boat, tractor, and/or other machinery/equipment listed.

#### **Preferred Qualifications:**

Two (2) years of higher education in a natural resources field (Biology, Ecology, Forestry, Wildlife Management, etc.).

Proficiency operating a truck and trailer, boat, tractor, skid-steer, backhoe, excavator, heavy equipment, and/or other machinery/equipment listed.

Has knowledge of water quality testing procedures and equipment, knowledge of various aquatic sampling techniques for physical, chemical, and biological components, and/or knowledge of various forestry measurement techniques and plant/tree identification.

Possess Class A Commercial Driver's License (CDL).

#### **Special Requirements:**

Must pass a criminal background check (all positions if filled by external candidate).

Must have or be able to obtain and maintain 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 maintain a personal cell phone with texting capabilities.

Must be able to work varied work schedules, days, and hours.

Must be a high-performing, innovative, values-driven, informed, and passionate individual.

#### **Work Conditions:**

Individual works primarily outside and in all types of weather and may be exposed to extreme heat, rain, snow, sun, etc.

Works in forested areas with various terrains and in aquatic habitats.

Must perform heavy lifting as ongoing requirement of job.

Exposed to dirt, mud, water, etc. on a continuous basis.

May work with hazardous chemicals.

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 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.**

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#### **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.

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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.