



Thank you for your interest in pursuing a career with the Bedford Regional Water Authority (BRWA)! The BRWA is looking for qualified candidates to fit our culture and fulfill our mission “To provide high quality water and wastewater services to the community.”

For this role, we are open to hiring someone at a trainee level with no experience or a technician in a similar position and with previous experience.

Please review the job descriptions in this document to see which one may be most suited to your skill set. You can select the bookmarks tab on the left-hand side to navigate through the job descriptions to find the one that best fits your experience.

When you apply, in the field asking which position you are applying for write either Trainee, Technician I, II, or III based on your experience. Our hiring team will review applications and set up interviews with select candidates. After interviews, the hiring team will determine which candidate is best suited for the job and make a job offer at the level (Trainee or Technician I-III) the person fulfills.

We are excited to review your accomplishments and thank you again for your interest in the BRWA!



Job Description
Department: Maintenance
Pay Band: # 3
FLSA Status: Non-Exempt

CIP Trainee Job Description

Role:

Under the direction of the CIP Supervisor, the person in this position is to perform assigned duties related to the construction or replacement of water and/or sewer infrastructure that is operated and maintained the Bedford Regional Water Authority.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

Perform installation and replacement of water and/or sewer infrastructure, to include, but not limited to main lines, service laterals, and valves

- Perform masonry, plumbing, and pavement work as necessary.
 - Perform excavation, grading, and landscaping.
 - Investigate and assist customers with concerns.
 - Maintain records and necessary paperwork for new installations and other tasks performed.
 - Operate equipment, clean and check equipment after each use, perform routine inspection and preventative maintenance on equipment.
 - Maintain assigned vehicle.
 - Perform other tasks and duties as assigned by the CIP Supervisor.
-

Minimum Qualifications:

- Graduate from High School or equivalent diploma.
 - Ability to work safely and obey all safety rules.
 - Ability to apply common sense understanding to carry out instructions furnished in written, verbal or diagram form.
 - A valid Virginia driver's license and a Class A CDL with Air and Tank endorsements within 6 months of hire.
 - Ability to comply with the Authority's Vehicle and Equipment policy.
 - Must obtain and maintain a Basic Work Zone Traffic Control Certification.
 - Basic knowledge of masonry, plumbing, and maintenance is required.
 - Must be able to pass a drug test and background screening.
 - .
-

Additional Information:

- This position has no supervisory responsibility.
- The position typically requires working Monday through Friday from 7:30 a.m. to 4:00 p.m. with a thirty (30) minute lunch break. This position is subject to being on-call during the off-hours as may be needed for emergency repairs. Position is considered essential personnel.

Working Conditions

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- Employee rarely sits and may walk or stand for long periods of time.
- This classification involves frequent physical agility requirements such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to express ideas and ability to hear information at normal spoken word levels.

Physical Exertion (Pounds)	
Up to 10	Frequent
Up to 25	Frequent
Up to 50	Occasional
Up to 100	None
100 or more	None

Environmental Exposures	
Work near moving mechanical parts	Frequent
Work in high, precarious places	Occasional
Toxic or caustic chemicals	Occasional
Outdoor weather conditions	Frequent
Extreme Cold, non-weather	None
Extreme Heat, non-weather	None
Noise Level	Moderate



Job Description
Department: Maintenance
Pay Band: # 4
FLSA Status: Non-Exempt

CIP Technician I Job Description

Role:

Under the direction of the CIP Supervisor, the person in this position is to perform assigned duties related to the construction or replacement of water and/or sewer infrastructure that is operated and maintained by the Bedford Regional Water Authority.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

Perform installation and replacement of water and/or sewer infrastructure, to include, but not limited to main lines, service laterals, and valves, .

- Perform masonry, plumbing, and pavement work as necessary.
 - Perform excavation, grading, and landscaping.
 - Investigate and assist customers with concerns.
 - Maintain records and necessary paperwork for new installations and other tasks performed.
 - Operate equipment, clean and check equipment after each use, perform routine inspection and preventative maintenance on equipment.
 - Maintain assigned vehicle.
 - Perform other tasks and duties as assigned by the CIP Supervisor.
-

Minimum Qualifications:

- Graduate from High School or equivalent diploma.
 - Ability to work safely and obey all safety rules.
 - Ability to apply common sense understanding to carry out instructions furnished in written, verbal or diagram form.
 - At least 1 year of experience in water and sewer or construction preferred.
 - A valid Virginia driver's license and a Class A CDL with Air and comply with the Authority's Vehicle and Equipment policy.
 - Must obtain and maintain a Basic Work Zone Traffic Control Certification.
 - Basic knowledge of masonry, plumbing, and maintenance is required.
 - Must have all skills and certifications required for this position as described within the Maintenance Progression Policy.
 - Must be able to pass a drug test and background screening.
-

Additional Information:

- This position has no supervisory responsibility.
- The position typically requires working Monday through Friday from 7:30 a.m. to 4:00 p.m. with a thirty (30) minute lunch break. This position is subject to being on-call during the off-hours as may be needed for emergency repairs. Position is considered essential personnel.

Working Conditions

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- Employee rarely sits and may walk or stand for long periods of time.
- This classification involves frequent physical agility requirements such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to express ideas and ability to hear information at normal spoken word levels.

Physical Exertion (Pounds)	
Up to 10	Frequent
Up to 25	Frequent
Up to 50	Occasional
Up to 100	None
100 or more	None

Environmental Exposures	
Work near moving mechanical parts	Frequent
Work in high, precarious places	Occasional
Toxic or caustic chemicals	Occasional
Outdoor weather conditions	Frequent
Extreme Cold, non-weather	None
Extreme Heat, non-weather	None
Noise Level	Moderate



Job Description
Department: Maintenance
Pay Band: # 4
FLSA Status: Non-Exempt

CIP Technician II Job Description

Role:

Under the direction of the CIP Supervisor, the person in this position is to perform assigned duties related to the construction or replacement of water and/or sewer infrastructure operated and maintained the Bedford Regional Water Authority.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

Perform installation or replacement of water and sewer infrastructure, to include, but not limited to main lines, , service laterals, and valves,

- Perform masonry, plumbing, and pavement work as necessary.
 - Perform excavation, grading, and landscaping.
 - Investigate and assist customers with concerns.
 - Maintain records and necessary paperwork for new installations and other tasks performed.
 - Operate equipment, clean and check equipment after each use, perform routine inspection and preventative maintenance on equipment.
 - Maintain assigned vehicle.
 - Perform other tasks and duties as assigned by the CIP Supervisor.
-

Minimum Qualifications:

- Graduate from High School or equivalent diploma.
 - Ability to work safely and obey all safety rules.
 - Ability to apply common sense understanding to carry out instructions furnished in written, verbal or diagram form.
 - At least 2 years of experience in water and sewer or construction preferred.
 - A valid Virginia driver's license and a Class A CDL with Air and comply with the Authority's Vehicle and Equipment policy.
 - Must obtain and maintain a Basic Work Zone Traffic Control Certification.
 - Basic knowledge of masonry, plumbing, and maintenance is required.
 - Must have all skills and certifications required for this position as described within the Maintenance Progression Policy.
 - Must be able to pass a drug test and background screening.
-

Additional Information:

- This position has no supervisory responsibility.
- The position typically requires working Monday through Friday from 7:30 a.m. to 4:00 p.m. with a thirty (30) minute lunch break. This position is subject to being on-call during the off-hours as may be needed for emergency repairs. Position is considered essential personnel.

Working Conditions

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- Employee rarely sits and may walk or stand for long periods of time.
- This classification involves frequent physical agility requirements such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to express ideas and ability to hear information at normal spoken word levels.

Physical Exertion (Pounds)	
Up to 10	Frequent
Up to 25	Frequent
Up to 50	Occasional
Up to 100	None
100 or more	None

Environmental Exposures	
Work near moving mechanical parts	Frequent
Work in high, precarious places	Occasional
Toxic or caustic chemicals	Occasional
Outdoor weather conditions	Frequent
Extreme Cold, non-weather	None
Extreme Heat, non-weather	None
Noise Level	Moderate



Job Description
Department: Maintenance
Pay Band: # 5
FLSA Status: Non-Exempt

CIP Technician III Job Description

Role:

Under the direction of the CIP Supervisor, the person in this position is to perform assigned duties related to the construction or replacement of water and/or sewer infrastructure that is operated and maintained by the Bedford Regional Water Authority.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

Perform the installation and/or replacement of water and sewer infrastructure, to include, but not limited to main lines, service laterals, and valves.

- Perform masonry, plumbing, and pavement work as necessary.
 - Perform excavation, grading, and landscaping.
 - Investigate and assist customers with concerns.
 - Maintain records and necessary paperwork for new installations and other tasks performed.
 - Operate equipment, clean and check equipment after each use, perform routine inspection and preventative maintenance on equipment.
 - Maintain assigned vehicle.
 - Perform other tasks and duties as assigned by the CIP Supervisor.
-

Minimum Qualifications:

- Graduate from High School or equivalent diploma.
 - Ability to work safely and obey all safety rules.
 - Ability to apply common sense understanding to carry out instructions furnished in written, verbal or diagram form.
 - At least 3 years of experience in water and sewer or construction preferred.
 - A valid Virginia driver's license and a Class A CDL with Air and comply with the Authority's Vehicle and Equipment policy.
 - Must obtain and maintain an Intermediate Work Zone Traffic Control Certification.
 - Basic knowledge of masonry, plumbing, and maintenance is required.
 - Must have all skills and certifications required for this position as described within the Maintenance Progression Policy.
 - Must be able to pass a drug test and background screening.
-

Additional Information:

- May assist responsible supervisor in training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. May be responsible for crew operation in supervisor's absence. Responsible for safety of project, work, site, and personnel.
- The position typically requires working Monday through Friday from 7:30 a.m. to 4:00 p.m. with a thirty (30) minute lunch break. This position is subject to being on-call during the off-hours as may be needed for emergency repairs. Position is considered essential personnel.

Working Conditions

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- Employee rarely sits and may walk or stand for long periods of time.
- This classification involves frequent physical agility requirements such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to express ideas and ability to hear information at normal spoken word levels.

Physical Exertion (Pounds)	
Up to 10	Frequent
Up to 25	Frequent
Up to 50	Occasional
Up to 100	None
100 or more	None

Environmental Exposures	
Work near moving mechanical parts	Frequent
Work in high, precarious places	Occasional
Toxic or caustic chemicals	Occasional
Outdoor weather conditions	Frequent
Extreme Cold, non-weather	None
Extreme Heat, non-weather	None
Noise Level	Moderate