



# WATER/WASTEWATER MANAGER



Clear Career Professionals

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# WELCOME TO



# Bridgeport

Bridgeport is an innovative city with direct access to all the DFW region has to offer. Located in Wise County about 35 miles northwest of Fort Worth at the convergence of US 380 and SH 114, Bridgeport provides convenient connectivity to major transportation corridors and regional airports. With more than 7,000 residents and continued growth in recent years, Bridgeport remains a place where community still feels personal, yet everything you'll need is within reach.

Outdoor living is a major part of Bridgeport's lifestyle, anchored by Lake Bridgeport, a centerpiece for boating, fishing, paddling, and weekend getaways. The area offers marinas, rentals, and on the water recreation that make it easy to enjoy lake life year-round. In town, the City's parks and recreation amenities support an active community, and Bridgeport is also home to the Northwest OHV Park, a unique regional draw for off-road enthusiasts and families looking for adventure.

Bridgeport is also a community that invests in families and long-term success. Bridgeport ISD emphasizes student-centered learning and strong community involvement, helping make the city an appealing place to put down roots. Residents enjoy a genuine hometown atmosphere, local events, and a pace of life that values relationships, while still being connected to the larger DFW Metro Area. If you want a community where your work can be felt, your leadership can matter, and your family can thrive, Bridgeport is a place worth calling home.

Community Video: <https://youtu.be/tU0NjYdixaY>



# ORGANIZATION & CULTURE

Guided by a clear mission, enhancing quality of life through responsive service delivery, responsible infrastructure stewardship, and effective coordination with community partners, the organization operates with a shared vision of being a safe, connected, family-oriented community that values growth, service, and civic pride. Employees and elected officials alike emphasize core values of Service, Integrity, Accountability, Transparency, and Innovation, and those values are expected to guide daily operations, not just appear in policy statements.

Within the Infrastructure Services Department, the culture is highly collaborative and service-oriented. Streets, utilities, sanitation, drainage, facilities, and related functions are intentionally aligned, creating a coordinated and efficient service delivery environment for residents and businesses. Cross-department coordination meetings occur as often as needed, frequently weekly or more, bringing together all parties involved in infrastructure planning and service response. Leaders describe strong working relationships across departments and a practical, solution-focused mindset when challenges arise. Cross-department coordination meetings are conducted on a weekly basis - or more frequently as needed - to ensure full alignment among all participants in the public service process.



Responsiveness to citizens is a defining characteristic of the culture. Internally, there is a strong emphasis on timely service response, preventive maintenance, and efficient work order completion, with many routine service requests addressed within the same day and priority issues handled immediately. The City has invested in modern asset management and work order systems with clear workflows, digital tracking, and open communication channels for updates and feedback.

The Infrastructure Services team includes both experienced personnel and newer staff members, and there is a recognized opportunity to further develop cross-trained employees through ongoing training and mentoring. The City values in-house knowledge, continuity, and direct accountability to the community. Bridgeport offers a culture that is stable, supportive, and forward-looking, an environment where dedicated professionals can maintain high service standards while helping shape how a growing city supports its residents and infrastructure.



# SEE YOURSELF HERE



In this role, you will lead the City's Water Distribution and Wastewater Collection divisions, ensuring essential services are delivered safely, efficiently, and in full regulatory compliance. Reporting to the Director of Infrastructure Services, you will plan, organize, and direct staff and resources to support water distribution and wastewater collection programs, projects, and initiatives. You will balance strategic leadership with hands-on operational involvement, maintaining a strong focus on customer service, system reliability, and continuous improvement.

You will directly supervise the Water Distribution Maintenance Supervisor and the Wastewater Collections Supervisor, providing leadership, accountability, and support to ensure crews are properly staffed, trained, and equipped. Through these supervisory relationships, you will promote a culture of safety, collaboration, and operational excellence across the division.

You will oversee maintenance, repair, and construction activities related to water and wastewater infrastructure, managing projects from planning through completion to ensure quality, safety, and timely delivery. This includes overseeing service request workflows, improving productivity, conducting regular field inspections, and ensuring compliance with regulatory and safety standards. Financial and contract management are key components of the role. You will develop, administer, and monitor the division's annual budget; forecast resource needs; prepare cost estimates; and support requests to City Management or City Council. You will also manage vendor and contractor agreements to ensure effective, cost-efficient support of division operations.

You will participate in strategic planning efforts to optimize asset management and service delivery, develop and implement division policies and procedures, and benchmark performance using key metrics to identify opportunities for improvement. Collaboration is essential, as you will work closely with other City departments to develop coordinated work plans and respond to community needs. You will engage regularly with residents, businesses, and internal customers, addressing inquiries and concerns professionally and promptly. The role requires flexibility, including availability for nights, weekends, holidays, or on-call response to support emergencies, special events, or critical incidents, as well as performing other related duties as assigned.



# THE IDEAL CANDIDATE

## Minimum Qualifications:

- High School Diploma or GED
- A minimum of Ten (10) years of experience in water/wastewater distribution and collection, construction, maintenance, engineering, operations, or a related field
- At least five (5) years of supervisory or management experience or an equivalent combination of education and experience sufficient to perform the essential functions of the position

## Preferred Qualifications:

- More than Ten (10) years of experience in water/wastewater operations, construction, or maintenance, preferably in a public works environment
- Five (5) to seven (7) years or more of progressively responsible leadership or supervisory experience in water/wastewater distribution and collection systems

## Licenses and Certifications:

- Texas Commission on Environmental Quality (TCEQ) Class C Water and Class C Wastewater Operator License; Class B Preferred
- Wastewater Collections license Class I Required; Class II Preferred
- Valid Class C Texas Driver's License



# COMPENSATION & BENEFITS

## Salary Range:

The Bridgeport Water/Wastewater Manager offers a competitive salary range of \$75,000 - \$90,000 **annually**, commensurate with qualifications and experience.

## Employee Incentives:

- 40 Hours Exempt Leave (Starts at hire date and accrues yearly on work anniversary)
- 2 Personal days accrued on January 1.
- 11 Paid Holidays per year
- 3 Bereavement days per year
- \$200 Monthly Benefit Premium Allowance
- TMRS - Retirement 7% contribution with 2: 1 employer match.
- Longevity Pay
- FMLA
- Certification pay

## Premium Benefits:

- Health, Vision & Dental Insurance
- Employee Only
- Employee & Children
- Employee & Spouse
- Employee & Family

Additionally, the City offers:

- Long Term Disability
- Life insurance up to \$30,000 per employee. (With the option to purchase additional life insurance for dependents.)
- Telehealth services for household members.

This entity is an Equal Opportunity Employer committed to building a workforce that reflects the diversity of the communities it serves. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.





## APPLICATION DEADLINE:

5 p.m. | Wednesday | March 11, 2026

Email Cover Letter and Resume in PDF Format to:  
[applybridgeport@clearcareerpro.com](mailto:applybridgeport@clearcareerpro.com)  
Faxed and mailed submissions will not be considered.

## For more information on this position, contact:

Michael Boese, President  
[michael@clearcareerpro.com](mailto:michael@clearcareerpro.com)

OR

Brad Stafford, Senior Vice President  
[brad@clearcareerpro.com](mailto:brad@clearcareerpro.com)

(214) 550-2850

Clear Career Professionals, LLC



A special episode of The Clear Voice podcast featuring Bridgeport's leaders and an in-depth discussion of this opportunity will be released alongside this brochure.

Follow The Clear Voice on Spotify, Apple, Amazon Music, or YouTube to listen and learn more about Bridgeport's vision and priorities.

Candidate materials will be screened in relation to the criteria described in this brochure. The most qualified candidates will be invited to participate in the selection process, which will include virtual interviews with the Clear team (recorded for City review) and finalist interviews conducted by the City and its representatives. Appointment is subject to completion of a thorough background and reference verification.

