



Submit resume and cover letter to:
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Berthoud, CO 80513
Email Preferred: careers@northernwater.org

Posted: 09/09/2026
By: AJ
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Division/Department: Operations/ Distribution Systems
Reports to: Distribution Systems Department Manager
Location: Berthoud, CO
Type of Position: Full-time
Status: Non-exempt
Hiring Range: \$32.89 - \$37.97

GENERAL STATEMENT

This position is responsible for the operation of facilities for the collection and distribution of water and for operations and maintenance work on all facilities as assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Operates, maintains and monitors canal outlet works, reservoirs, dams and water conveyance pipelines.
- Records reservoir elevations; check water flows; update charts; collect and record other data as required.
- Patrols canals, pipelines, reservoirs or other properties. Conducts or reports all necessary preventative maintenance tasks and any acts of trespass.
- Performs maintenance and repairs of canals, reservoirs, pipelines, structures and roads. Assignments may include, but are not limited to: welding, steel fabrication, woodworking, concrete forming and finishing, weed spraying, mowing rights-of-way, fencing, shoveling, sweeping, painting, sandblasting, shop work and general maintenance work.
- Operates and maintains trucks, graders, dozers, tractors, large mowers, cranes, loaders, forklifts, backhoes, pumps, jackhammers or other assigned power equipment in a clean, orderly, and safe condition.
- Perform routine maintenance on equipment and determine when and what kind of maintenance is needed.
- Maintains tools and equipment.
- Maintains equipment and oil, fuel and water levels.
- Provides good customer service and creates good relationships with fellow employees, water users, landowners and the public.
- Provides documentation of all maintenance activities in the asset management system.

OTHER DUTIES AND RESPONSIBILITIES

- Other duties as assigned.

EDUCATION AND EXPERIENCE REQUIREMENTS**Education**

- High School diploma or equivalent.

Experience

- At least one year of work experience in construction or water systems operation and maintenance, or a combination of training and qualifying experience.
- Qualifying experience includes construction general laborer, heavy construction projects, construction site cleaning and prep, demolition, backfill excavations, heavy machinery operation, cement mixer, forklifts and backhoes.
- A good understanding and application of construction practices and techniques is preferred.
- Experience in operating heavy equipment preferred.

LICENSE, CERTIFICATE AND CREDENTIAL REQUIREMENTS

- Valid driver's license.
- A CDL or Certified Pesticide Applicator license will be required after six months of employment.

KNOWLEDGE, SKILLS AND ABILITIES**Knowledge**

- Basic construction techniques such as the correct use of tools and machinery and operation of heavy equipment.
- Relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations to protect people, data, property and institutions.
- Geographic location of ditches, canals, waterways, pipelines, and laterals.
- Basic arithmetic functions such as addition, subtraction, division and multiplication.
- Correct use of equipment and tools to repair and maintain ditches and canals, reservoirs and structures associated with water systems.

Skills

- Verbally communicate by two-way radio, telephone or in-person with Northern Water personnel as needed and directed.
- Read, interpret, follow, and apply both oral and written directions.
- Visually observe and report conditions of equipment, ditches, flow and water levels.
- Drive over unimproved roads, control trucks and equipment in adverse conditions and back vehicles and turn equipment in confined spaces.
- Work in, on or around water in a safe manner.
- Organize and schedule workload to accomplish tasks daily.
- Effectively handle situations with the public under unidyllic conditions.
- Basic computer skills preferred.

Abilities

- Work well independently and as a team player, maintaining open and accurate communication with all staff.
- Operate a motor vehicle for extended periods in varied conditions on differing road surfaces.

PHYSICAL REQUIREMENTS

- Sit, stand, kneel, crouch, squat, stoop, reach, crawl, twist, climb, pull and lift/carry up to 100 pounds.
- Walk over uneven terrain and along ditch banks.
- Walk or crawl inside water conduits ranging from 45 inches to 14 feet in diameter.
- Stand and balance on ditch banks or walkways and bridges, catwalks or elevated platforms, steep slopes, or in moving water daily.
- Enter confined spaces, vaults, piezometer well enclosures and elevator shafts on a routine basis.
- Enter vault structures through manway hatches.
- Balance on catwalks, uneven equipment surfaces, ditch sides, concrete abutments, etc., and pull debris from running water (water pressure runs from 50 to 100 pounds), with depths up to four feet while operating water measurement equipment.
- Use and operate gripping chains, cables, chain saws, power tools, shovels, hand tools, hoses and other equipment.
- Turn wheels up to a 75-pound torque and use a winch with a 10- to 30-pound torque.
- Climb ladders while carrying tools and equipment on a routine basis.
- May work at heights over 50 feet with appropriate safety devices.
- Exposure to weather conditions outdoors, rough terrain, dust, insects, loud noise, etc.
- Utilize safety equipment, clothing, and procedures, i.e., hard hats, safety glasses, steel-toed boots, respirators, hearing protectors, air monitors, etc.
- Operate a motor vehicle for extended periods.
- Must be able to meet the physical requirements of a post job offer physical examination.

Reasonable accommodations will be made to enable qualified individuals with disabilities to perform the essential functions of the job.

OTHER REQUIREMENTS

- Work overtime with little or no advance notice.
- Work a variable schedule that may include early morning, evening, or weekend hours and overtime.
- May be required to be on-call status.
- Maintains a personal appearance appropriate for job position and image of Northern Water.

This job description in no way states or implies that these are the only duties to be performed by this employee.

Northern Water provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, veteran status or other legally protected characteristics. Northern Water complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Northern Water also prohibits any form of workplace harassment in accordance with these laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.