



Upper Occoquan Service Authority

Human Resources Department

14631 Compton Road • Centreville, VA 20121

Tel. | (703) 277-2200 • Fax | (703) 266-0682 • Email | good.jobs@uosa.org

READY TO ADVANCE THE FUTURE OF WATER!

Industrial Controls Manager	Grade 13	\$94,537 - \$151,259*
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Open: August 28, 2025 • Close: September 11, 2025

One position available, to be filled based on the candidate's qualifications. Starting salary will be between minimum and midpoint in the range.

ABOUT US

Are you passionate about making a difference and being a trusted steward of our most precious resource? UOSA is seeking a highly motivated and enthusiastic individual to join our team!

The **Upper Occoquan Service Authority (UOSA)** is a cutting-edge water recycling facility transforming the way the world thinks about sustainable water solutions. Established in 1978, UOSA serves Fairfax County, Prince William County, and the cities of Manassas and Manassas Park and is the first and longest-operated indirect potable reuse project in the United States. UOSA has been treating and reclaiming water for use as drinking water for nearly 50 years.

From being recognized as a **Utility of the Future** to pioneering advanced research and technology in the industry, our facility now recycles up to 54 million gallons of water per day. UOSA's efforts ensure a reliable supply of high-quality recycled water, contributing to the overall drinking water strategy for the Northern Virginia area.

If you are ready to be challenged in designing, optimizing, and revolutionizing water treatment systems, then take the next step in your career and apply today to be part of our dedicated team!

WHAT YOU'LL BE DOING

The Industrial Controls Manager oversees the safe and efficient operation of the Industrial Controls Section under the direction of the Deputy Director of the Operations & Maintenance Division. This role combines expert knowledge in electrical, electronic, and HVAC systems with strong leadership to manage technicians and contractors performing maintenance and installations across control systems, instrumentation, HVAC, and communications. The manager promotes staff development, enforces safety practices, and coordinates with other divisions, often working in hazardous environments including confined spaces and around moving machinery. Your work will be a critical component of UOSA's Vision to be globally recognized for its leadership in protecting the region's water resources.

WHO YOU ARE

Technical Authority: You bring deep expertise in SCADA systems, electrical and mechanical controls, and HVAC operations. You're the go-to for troubleshooting, precision maintenance, and system upgrades, always ensuring safety and compliance.

Hands-On Leader: You lead by example, whether coaching staff on the job site or managing contractors through complex installations. You foster high morale, encourage growth, and build a culture of accountability and excellence.

Continuous Improver: You don't settle for "good enough." You analyze failures, identify root causes, and implement solutions that boost performance, energy efficiency, and equipment reliability. You're always looking for ways to do it better.

Collaborative Communicator: You bridge gaps between departments, vendors, and stakeholders. You translate technical challenges into actionable plans and ensure everyone, from technicians to director, is aligned and informed.



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REQUIREMENTS

- Completion of high school or GED is required. Extensive experience, minimum 15 years, with troubleshooting, maintaining and repairing equipment and systems of similar types encountered at UOSA is required. Completion of a college degree or vocational school program in electronics, HVAC or a related technical field is desired; Any combination of education, experience and training equivalent for the position will be considered.
- A minimum of 5 years in management and leadership training is required.
- Must be ISA Certified Control Systems Technician (CCST) Level 1 and US EPA Universal CFC Licensed.
- A Journeyman License in HVAC or Electrical through the Virginia Department of Professional and Occupational Regulation (DPOR) is required. Journeyman License in Gas Fitting and Plumbing are desired.
- Must have comprehensive knowledge of the methods, tools, equipment and materials used to install, maintain and repair electrical/electronic equipment, instrumentation/control and communication systems and heating/ventilation/air-conditioning systems. This includes UOSA's SCADA systems (Bailey DCS and PLCs), business telephone system (PBX), 2-way radio system and repeaters, and direct digital controls and networks.
- Must have the ability to plan, schedule, supervise, administer, inspect and evaluate the quality and quantity of work performed by staff and contractors.
- Must have thorough knowledge of occupational hazards and necessary safety precautions applicable to work at UOSA.
- Must have comprehensive knowledge of preventive maintenance, predictive maintenance and condition monitoring techniques.
- Must be able to work with low and medium voltages 10 VDC to 480 VAC 3 phase.
- Must have the ability to interpret, prepare, review and work from sketches, schematics, drawings, circuit diagrams, P&ID drawings, specifications and equipment maintenance manuals for existing or proposed equipment, systems and projects.
- Must be able to handle the physical requirements of the position, including extensive walking, bending, stooping, climbing stairs and ladders, and lifting/carrying up to 75 pounds.
- Possession of a vehicle operator's license valid in the Commonwealth of Virginia is required.

APPLICATION PROCESS:

The vacancy notice does not imply that these are the only duties, including essential duties, to be performed in the position. Please request a full job description from the HR Department via email at good.jobs@uosa.org.

All employment offers are contingent upon the successful completion of pre-employment drug and alcohol screening, physical exam, and background check paid for by UOSA.

To be fully considered for the position, all applicants must submit a complete online application along with an updated resume via the UOSA website: Uosa.org/Careers > Candidate Profile.

*Once logged into your profile, click on **Find Jobs** in the upper left-hand corner of the screen, followed by **Search for Jobs**. Review the vacancy and apply for the position.*

JOIN US IN MAKING A DIFFERENCE!