# BARBADOS WATER AUTHORITY

# Vacancy Notice

## Water Treatment Plant Supervisor

Applications are invited from suitably qualified persons to fill the vacant position of **Water Treatment Plant Supervisor**

The Water Treatment Plant Supervisor oversees daily operations, performance, maintenance coordination, and the safe functioning of water treatment facilities to ensure consistent production of potable water in compliance with all applicable Barbados Water Authority (BWA) policies, operating procedures, regulatory requirements, and water quality standards.

### KEY RESPONSIBILITIES

- Oversee the safe and efficient operation of all water treatment systems and equipment, ensuring operational parameters, plant performance and water quality are monitored, evaluated against established baseline data and maintained within acceptable operating limits.
- Supervise plant personnel, ensuring effective allocation of duties, satisfactory attendance and performance, and adequate staffing and shift coverage to maintain safe and efficient plant operations.
- Plan and coordinate daily and weekly operational and maintenance activities, establish work priorities and monitor the timely completion of assigned tasks.
- Ensure all work is carried out in accordance with approved Standard Operating Procedures (SOPs), Original Equipment Manufacturer (OEM) recommendations, and all applicable policies, standards and regulatory requirements.
- Ensure the production of potable water in compliance with World Health Organization (WHO) guidelines, Barbados Water Authority (BWA) standards and all applicable regulatory requirements.
- Plan, coordinate and monitor preventive and corrective maintenance activities to ensure the reliability and efficient operation of plant equipment and systems.
- Oversee inventory management and stock control of plant supplies, ensuring accurate records, regular stocktaking and timely replenishment to support continuous operations.
- Coordinate responses to equipment failures, operational disruptions and emergencies, ensuring timely corrective action and escalation of significant issues.
- Identify training needs and support the development of plant personnel to ensure competency in plant operations, maintenance activities and safe work practices.
- Prepare, review and certify personnel timesheets, ensuring accurate recording of hours worked, attendance and overtime.
- Prepare and submit operational, maintenance, performance and other reports as required.
- Perform any other related duties as assigned to support the safe, efficient and continuous operation of water treatment facilities.

## QUALIFICATIONS & REQUIREMENTS

**Education & Experience**

- Diploma/Certificate in Mechanical, Electrical, Environmental, Process Engineering, or related field.
- Minimum 1–3 years' experience in water treatment, industrial plant operations, or utilities with minimum two (2) years in a supervisory capacity.
- Experience with desalination plants, filtration systems, or industrial process equipment is an advantage.
- Experience with pumps, motors, chemical dosing systems, instrumentation, and control systems preferred.
- A certificate/diploma in supervisory management (preferred)
- A certificate/diploma in Production and Operations Management (preferred)
- Water Professionals International Certificate – Water Laboratory Analyst & Water Treatment Operator I-IV

**Knowledge and Skills**

- Knowledge of advanced and conventional water treatment systems and high-pressure pumping systems.
- Familiarity with SCADA and automated control systems.
- Ability to read and interpret P&IDs, equipment manuals and standard operating procedures.
- Strong leadership and supervisory skills, with the ability to effectively manage, motivate and coordinate plant personnel.
- Excellent planning, organisational and time management skills.
- Strong problem-solving and decision-making abilities.
- Effective communication and interpersonal skills.
- Ability to manage operational priorities and respond effectively to emergencies.
- Ability to monitor staff performance, promote accountability and maintain discipline.
- Ability to work independently, exercise sound judgement and coordinate activities across multiple shifts.
- Must be mobile and energetic. Medium Work - Lifting, carrying and /or pushing 50 pounds with frequent lifting and/or carrying of objects weighing up to 25 pounds.

**Working Hours**

- Monday – Friday 8:15 AM – 4:30 PM
- Work around high-pressure systems, chemicals and rotating equipment.

## SALARY AND ALLOWANCES

We offer a remuneration package aligned with our standard company compensation policy.

Applications with full curriculum details should be emailed to hr@bwa.gov.bb or addressed to:

**The Director, Human Resources Management and Development**
**Barbados Water Authority,**
**Pine Commercial Estate,**
**The Pine,**
**St Michael**

The closing date for receipt of applications is **Monday, November 23rd, 2026.**

**Unsuitable applications will not be acknowledged and only shortlisted candidates will be contacted.**