

MVSD

Mt. View Sanitary District invites you to apply for

Environmental Services Manager

Are you an experienced, hands-on environmental professional who leads with initiative, technical expertise and a passion for public service? Mt. View Sanitary District (MVSD) is seeking its next Environmental Services Manager; a self-motivated, organized and adaptable leader ready to elevate our environmental programs and lead our laboratory into its next chapter.

As an organization, MVSD pairs a collaborative, high-trust team culture with big-picture operational impact. Reporting directly to the General Manager, this key leadership role oversees environmental compliance, drives system modernization and supports a tight-knit operations team. This is an ideal fit for a manager ready to directly shape daily operations, mentor key staff and deliver long-term operational stability.

TRIPEPI SMITH
—TALENT SOLUTIONS—



About Mt. View Sanitary District

Located in the East Bay region within Contra Costa County, MVSD serves the City of Martinez and nearby unincorporated communities. With a service population of approximately 22,000, MVSD plays a vital role in providing reliable wastewater services while advancing environmental protection and engaging the public.

Though small in size, MVSD's impact cannot be understated. With just 19 full-time staff, MVSD fosters a collaborative culture where everyone contributes through a key role. Staff work closely with leadership and community members, helping drive strategic initiatives, long-term planning and intentional partnerships.

MVSD is also home to some of the region's most unique environmental assets, including the 21-acre Moorhen Marsh and 130-acre McNabney Marsh. These restored wetlands not only support wildlife and habitat preservation, but also serve as spaces for outdoor learning and community connection. Through its forward-thinking mission, MVSD offers professionals a rare opportunity to advocate for these assets.

If you're ready to grow your career while supporting a mission-driven, environmentally focused agency, MVSD is the place for you.

Why work for us?

At MVSD, we're committed to protecting the environment through service, innovation and collaboration. At MVSD, ideas are welcomed, accomplishments are celebrated and goals are encouraged, no matter the position. We believe in working together with purpose and respect. Whether you're managing a complex project or contributing to daily operations, your voice matters and your work makes a lasting impact. MVSD is a team built on trust, shared values and a deep commitment to the community we serve.

Our Vision

To honor a continuous improvement philosophy that upholds organizational excellence through proactive management of infrastructure and dedication to environmental stewardship, public outreach, customer service, safety and fiscal responsibility by sustaining a highly qualified workforce.

Our Mission

To protect the public health and environment, in a safe and reliable manner, at a reasonable cost.

Our Cultural Values

- Respect
- Accountability
- Integrity
- Leading by example
- Teamwork
- Professionalism

Our Core Values

- Quality customer service and high value to our ratepayers
- Infrastructure health
- Financially responsible stewardship
- Protection and enhancement of the environment
- Meeting or exceeding all regulatory requirements
- Efficient and progressive techniques, equipment and methodologies
- Public involvement and environmental education
- Employee welfare

Mt. View Sanitary District by the Numbers

22,000
People Served

90%
of Total Waste is Residential

10%
of Total Waste is from Small Businesses

1 Million
Gallons Per Day of Wastewater Treated

73
Miles of Sewers

4
Pump Stations



Environmental Services Manager Areas of Responsibility

- Regulatory Compliance and Reporting
- Laboratory Management and QA/QC
- Staff Mentorship and Coaching
- Process Modernization and SOPs
- Interagency Liaison and Communication
- Budget and Program Administration

Read the full job description here.



The Position

MVSD is seeking an Environmental Services Manager ready to take the lead on modernizing environmental compliance, optimize laboratory systems and serve as a technical and administrative partner across District operations. This is an opportunity to shape key compliance framework, mentor talent and build robust systems that support public health, environmental stewardship and long-term operational success.

In this role, you'll report directly to the General Manager and work collaboratively with the operations team to align environmental programs, air and water quality permits and lab operations with MVSD's overall strategic goals. You'll serve as the administrative leader for the laboratory and supervise laboratory staff, while acting as the point person for regulatory agency interactions, quality assurance auditing, preventative maintenance tracking and standard operating procedure updates.

MVSD's staff support each other, take pride in their work and maintain a strong "all-hands" mentality. You'll be trusted with the autonomy to manage your programs independently while remaining part of an approachable, synergistic team that values open communication and shared problem-solving.

As the Environmental Services Manager, you will:

- Direct and administer environmental compliance programs, ensuring alignment with NPDEs permits, air quality board regulations and regional wastewater standards.
- Oversee administrative functions of the wastewater laboratory – auditing systems, modernizing workflows, updating SOPs and establishing robust preventative maintenance routines.
- Mentor, coach and guide the Laboratory Analyst in career development, fostering growth through supportive leadership.
- Serve as the District's primary liaison to regulatory agencies, handling reporting, negotiations and compliance tracking with tact and professional rigor.
- Collaborate closely with operations and engineering teams during routine bimonthly meetings, adapting your communication style to foster strong working relationships across departments.

Our Ideal Candidate

You are a leader who brings a strong balance of technical expertise and exceptional interpersonal skills. You excel in dynamic environments where you can build systems, modernize processes and serve as both a hands-on manager and a supportive mentor. As a nuanced communicator, you know how to read the room, build trust with teams and navigate relationships with regulatory agencies.

You're our ideal match if you:

- Have a strong background in wastewater, air and environmental compliance, along with experience navigating relationships with regulatory agencies like BAAD and the Regional Water Board.
- Possess prior experience in or managing a wastewater laboratory, allowing you to recognize good laboratory practices, audit QA/QC systems and guide laboratory operations effectively.
- Take a supportive approach to leadership, with a passion for guiding and developing staff.
- Enjoy organizing workflows, updating standard operating procedures and establishing maintenance routines to modernize lab and compliance functions.
- Thrive in a close-knit team where communication is open and colleagues work together to solve complex problems.

Key Competencies

Regulatory Mastery
Deep familiarity with California environmental standards, NPDES permitting and regional air/water compliance frameworks.

Laboratory Oversight
Practical understanding of wastewater lab operations, quality assurance and quality control standards and equipment maintenance protocols.

Staff Coaching
Ability to guide, mentor and develop early-career technical staff with patience and constructive support.

Systems Modernization
Skill in auditing legacy workflows, updating SOPs and organizing administrative processes.

Adaptable Communication
Ability to read the room, tailoring messaging to distinct operational groups and building trust across departments.

Proactive Ownership
A self-directed mindset that identifies operational needs early and keeps leadership seamlessly informed.

Qualifications

Education & Experience

Any combination of training and experience that would provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Possession of a bachelor's degree from an accredited college or university with a major in environmental engineering, environmental science, environmental public policy, biology, chemistry or a closely related field.
- Eight (8) years of progressive experience in environmental compliance, water quality, environmental regulation or wastewater laboratory with at least four (4) of the years in a supervisory or management capacity.

Licenses & Certifications

- Must possess and maintain a valid Class C California driver's license.
- Must continue to meet all of the provisions of the District to be insured with the terms and conditions of the District's insurance program as a condition of employment.

Compensation and Benefits

The monthly salary range for the Environmental Services Manager is **$14,531 to $17,662**.
Placement within this range is dependent on experience and qualifications.

At MVSD, we're committed to fostering a workplace where employees feel valued and empowered. Our benefits are designed to promote well-being, work-life balance and a high quality of life

Healthcare:

- District pays 100% of the Kaiser rate for healthcare. Other plans are available.
- District pays $450/month to those employees who are eligible to opt out of District health coverage.
- Retiree Healthcare Benefits

Insurance:

- District-paid life insurance of $50,000
- District provided short and long-term disability insurance

Paid leave per year:

- Vacation accrual starts at 96 hours, with the option to sell back up to 40 hours
- Administrative Leave = 48 hours
- Floating Holiday = 36 hours
- Holidays = 11
- Sick Leave = 96 hours

Retirement

- CalPERS 2.7% @ 55 for classic
- CalPERS 2.0% at 62 for PEPRA

Other

- Tuition Reimbursement up to $3,500/year
- Flexible schedule and remote work availability (Minimum of three days per week in the office)



Ready to join our team?

To be considered for this position, submit your resume and cover letter to **Talent@TripepiSmith.com.**

First review of applications will begin Friday, **November 27, 2026**.
Candidates are encouraged to apply by this date for priority consideration.

Candidates will be screened for qualifications as applications are reviewed.
For questions or confidential inquiries, please contact Alexis Gillam at 213-905-5671.

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MT. VIEW SANITARY DISTRICT

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