



## Net Zero Water Engineer

### **About Texas Water Trade**

Texas Water Trade ("TWT") is an organization whose mission is to catalyze sustainable water transactions in Texas to ensure clean, flowing water for people and nature.

Our work focuses on deploying capital to clean water solutions for people and the environment, with an emphasis on leveraging voluntary water transactions to ensure healthy flows in Texas freshwater systems and scaling up investment in net zero municipal water solutions.

Our FY24 budget is over \$2 million. For more information visit <https://texaswatertrade.org>. For more information on the breadth of TWT's programming, please see our 2022-2024 [Strategic Plan](#).

### **About Net Zero Water**

The Texas Triangle—the region between Dallas-Fort Worth, San Antonio and Houston—is one of the fastest-growing regions in the country. Meeting the water demands of this dizzying growth without starving downstream communities of water they rely on for agriculture, industry and environmental flows cannot be achieved through water conservation alone. We need investments in reliable water supplies that truly add new water to our state's portfolio. Texas Water Trade believes this can be achieved if we look at growth as a source of water - not just a source of demand.

Net Zero Water is a design goal where development secures its own water needs through the capture, storage, and treatment of compatible water sources found onsite, including rainwater, stormwater, graywater, blackwater, air conditioning condensate, and foundation drainage water. Through a Net Zero Water approach, developments establish their own supplies of sustainable, climate-resilient water while minimizing their total water consumption. Net Zero Water offsets water demands and advances sustainable water management, enabling more strategic future development.

Texas Water Trade has been one of the state's champions in advancing approaches to Net Zero Water. We played an integral role in the adoption of Austin's [onsite water](#) and [reclaimed water](#) ordinances. We have enabled greenfield and retrofit projects across Texas to finance water reuse through [PACE financing](#). On April 10, 2024, we will be launching our Net Zero

Water Toolkit, which aims to guide Texas property developers, Texas owner/operators and other professionals engaged in land development through the landscape of Net Zero Water, from design, to permitting, to maintenance.

To meet our goal of expediting water reuse across Texas, we now need a talented leader to build our Net Zero Water Program.

### **About the Position**

The Net Zero Water Engineer (“Engineer”) will skillfully develop a program that balances the delivery of services to paying clients with collaborative efforts to scale water reuse across Texas.

The Engineer will launch and grow the organization’s first fee-for-service program, commercializing Texas Water Trade’s expertise in onsite water reuse, while building a mixed portfolio of paying clients and partners whose needs will be funded by philanthropic commitments. The Engineer should have sufficient experience in business development to be able to establish a book of clients from the for-profit, public and not-for-profit sectors. Texas Water Trade’s development team will support the Engineer in pursuing philanthropic resources for the program’s efforts aimed at systemic change (such as identification of policy tools to lower the barrier to entry for reuse statewide) or nonprofit partners. With sufficient fee-for-service income supplemented as needed by philanthropic resources, the Engineer will have the ability to build out TWT’s Net Zero Water Engineering team to add capacity for technical services over time.

The Engineer will also work collaboratively with other program leads at Texas Water Trade to identify and pursue cross-sectoral solutions generated by onsite reuse. For example, the Engineer will work with Coastal Program staff to assess opportunities for onsite water to enhance freshwater inflows into riverine and estuarine systems with depleted natural flows.

This person will be expected to work well in a dynamic team environment and to manage the diverse demands of stakeholders including clients, funders and program partners. Technical acumen and communications skills will be equally important, as the Engineer will need to perform tasks with specialized knowledge while also representing Texas Water Trade to the outside world.

### **About You**

The position will report directly to the Chief Executive Officer and will work in concert with the entire TWT team. Responsibilities and their estimated time allocation will include:

Technical Service Delivery (50%):

- Support clients in evaluating the water reuse potential of their projects, including calculating water balances, selecting optimal onsite water sources and end uses, determining appropriate water treatment standards, and selecting water treatment and monitoring technologies.
- Guide clients and collaborators through the process of permitting water reuse systems, including where needed, facilitating conversations with regulators at the state and local level.
- Assist utilities, counties and cities in developing incentives and requirements for onsite water reuse.
- Collaborate as opportunities arise with other TWT program teams to develop multi-benefit water reuse concepts to advance TWT's overall mission.

#### Business Development (35%):

- Coordinate with the TWT CEO and Founder to cultivate potential clients from the for-profit, public and not-for-profit sectors including but not limited to master planned community developers, commercial developers, Fortune 1000 corporates siting facilities in the Texas Triangle, iconic Texas-based brands with significant real estate footprints, universities, hospitals, counties and cities.
- Develop contracts to work alongside project developers' existing design and engineering teams to identify and refine water reuse opportunities.
- Pursue and secure competitive and sole-source procurement opportunities with public entities to support their water reuse permitting or planning needs.
- Aim to grow the book of business to support team expansion over time.

#### Shaping Reuse Statewide (5%):

- Educate stakeholders on the importance of risk-based design standards for onsite water reuse systems.
- Interface with stakeholders advancing onsite water management certification programs to build a skilled workforce across Texas.
- Share knowledge with legislators, municipal officials, utility commissions and directors to help them understand the role onsite water reuse can play in Texas.
- Represent Texas Water Trade at events for water, land development and policy decision makers to expand awareness of onsite water reuse.
- Provide value to members of the water reuse ecosystem (e.g., water reuse service companies, project developers and regulators) while maintaining Texas Water Trade's reputation as a knowledgeable neutral party.

#### Program Management (10%):

- Build the Net Zero Water program budget in close coordination with management and administrative staff.
- Review quarterly financial performance of the program and adapt as necessary to build a sustainable program.
- Help development and administrative staff maintain compliance with grants requirements and facilitate fundraising efforts in coordination with the CEO and Development team.

While these are the core responsibilities, as with any small organization, flexibility is key.

### **Qualifications**

Texas Water Trade will seek candidates who are diligent and results-driven, with demonstrated team orientation and an interest in water resilience.

Required Qualifications:

- A college degree with a concentration in engineering. A Master's degree is strongly preferred.
- Minimum of 10-15 years' experience working in a team environment.
- Experience designing and/or permitting onsite water reuse systems.
- Familiarity with the regulatory program development and/or management for water reuse in Texas.
- Experience pursuing contracts above and below competitive procurement levels.

Preferred Qualifications:

- Professional Engineer License from the Texas Board of Professional Engineers
- Familiarity with standards such as those created by the National Blue Ribbon Commission on Onsite Non-potable Water Reuse.
- Interest in Texas springs, rivers, bays and estuaries, the future of urban water supplies, market-based conservation and transformative technology for clean water access.

Location:

- This is a hybrid position with in-person requirements for staff in the Austin region.
- There is a strong preference for the Net Zero Water Engineer to be based in Texas. Remote candidates must have the ability to travel to Texas frequently. There will be occasional events after work hours.
- Currently, staff members within 40 miles of the TWT office in Austin are required to work from the office three days a week.

### **Benefits and Compensation:**

The salary range for the Net Zero Water Engineer is \$120,000 - \$150,000 dependent on skills and experience. We provide excellent benefits, including:

- 11 paid holidays per year. At the discretion of the Chief Executive Officer, the Texas Water Trade offices may be closed from Christmas Day to New Year's Day, with all eligible staff receiving pay.
- 10 days paid vacation leave for the first year and 15 per year thereafter
- 5 paid get well days per year
- Up to 12 weeks of unpaid leave for family care, eligible following 12 consecutive months of employment at TWT
- Up to 4 weeks of paid maternity/paternity leave, eligible following 12 consecutive months of employment at TWT
- 90% employer contribution to health insurance coverage
- Long- and short-term disability insurance
- Life insurance
- Up to 6% match on employee 401(k) contributions, eligible following 12 consecutive months of employment at TWT
- Potential for bonus sharing.

### **To Apply**

Please submit inquiries, cover letter and résumé including three professional references to Sharlene Leurig, Chief Executive Officer, at [leurig@texaswatertrade.org](mailto:leurig@texaswatertrade.org). Résumés will be reviewed on receipt until April 28, 2024 with a targeted start date in May 2024.

We are especially excited about increasing applications from people who understand the value of promoting diversity, equity, and inclusion. We welcome applications from all people, including persons with disabilities, people of color, and LGBTQ+. [Read](#) Texas Water Trade's commitment to bringing clean drinking water to all Texans and especially communities of color who are disproportionately affected by the water crisis.

We are proud to be an Affirmative Action, Equal Opportunity Employer. Our employment decisions are made without regard to race, color, religion, gender, national origin, age, disability, marital status, veteran or military status or any other legally protected status.