



City of Cedar Rapids

## Environmental and Compliance Program Manager

<b>SALARY</b>	\$36.21 - \$48.92 Hourly \$75,316.80 - \$101,753.60 Annually	<b>LOCATION</b>	WPC- 7525 Bertram Rd SE Cedar Rapids, IA
<b>JOB TYPE</b>	Full-Time	<b>DEPARTMENT</b>	Utilities
<b>DIVISION</b>	Water Pollution Control	<b>OPENING DATE</b>	09/05/2025
<b>CLOSING DATE</b>	9/22/2025 11:59 PM Central	<b>FLSA</b>	Exempt
<b>BARGAINING UNIT</b> NON_BARGAINING			

The City of Cedar Rapids is seeking an experienced and compliance-driven **Environmental & Compliance Program Manager** to join our Utilities Department. This leadership role manages environmental permits, reporting, emissions testing, and special waste authorizations to ensure compliance across our water and wastewater operations. The ideal candidate brings a strong understanding of regulatory frameworks, environmental monitoring, and data analysis—along with a commitment to protecting public health and natural resources. If you're ready to lead high-impact programs that support a cleaner, more sustainable future for Cedar Rapids, **apply today!**

### About our Organization

At the City, we are committed to employing individuals who reflect our community's diverse backgrounds and this position is crucial in the success and strategic direction of a growing and evolving community. We appreciate and leverage the vast experience individuals bring beyond the technical requirements of a job. If you are an individual with similar experience listed here please consider applying. Experience and skills combined with commitment to our core values is key to building a greater community now and for the next generation.

### About our Community

Nestled in the heart of Iowa, Cedar Rapids is our vibrant and diverse community known for its rich history, culture, and natural beauty. Our city has a strong sense of community which can be seen at any of our numerous parks, recreational opportunities, and family-friendly events year round. You can also explore our thriving downtown district, filled with shops, restaurants, and entertainment options, or take a stroll along the Cedar River, which runs through the heart of the city. Cedar Rapids - Why you should live here!

**About the Position** Manages air, bio-solids, ash lagoon, monitoring well permits and reporting for Water Pollution Control Facilities and Water plants and coordinate emissions testing. Manages special waste authorizations for material hauled to landfill.

*The City of Cedar Rapids does not offer sponsorship for employment authorization.*

## Job Duties and Responsibilities

- Plans, develops, evaluates, and administers the operational processes, procedures, and functions for applicable WPC or Water Environmental Compliance Programs
- Administers and conducts analysis and interpretation of new or existing compliance regulations and guidance
- Administers and conducts preparation and submittal of required compliance reports and contractor activities
- Conducts or coordinates inspections, sample collection, and recordkeeping
- Develops sampling procedures, gathers raw and automated data, performs statistical analysis, and generates data and reports
- Supports energy management planning activities for Utilities and other City departments
- Coordinates purchasing of required services or equipment supporting Environmental Compliance
- Performs related work as required

## Required Education and Experience

- Bachelor's Degree in environmental studies, biology, or related field and
- One (1) to three (3) years' experience in analyzing wastewater at an environmental laboratory or
- An equivalent combination of education and/or experience
- Excellent written, verbal and interpersonal communication skills
- Proficiency with Microsoft Office
- Ability to work collaboratively with a diverse population

## Required Licenses or Certifications

- EPA Method 9 certification (visible emissions), required by IDNR or ability to obtain within 6 months of hire
- Valid U.S. Driver's License

## Position Schedule:

Monday-Friday 7:00am-3:00pm

## Benefits

### We offer benefits and beyond for our employees and their families!

- Multiple health insurance plans administered by Wellmark Blue Cross and Blue Shield with low employee premiums, deductibles, and co-insurance (view our benefits summaries for more information: [Choice Plan \(Download PDF reader\)](#) and [Traditional Plan \(Download PDF reader\)](#))
- Expansive Wellness Program and low cost onsite exercise facilities
- Dental Insurance with Delta Dental of Iowa
- 100% city paid basic life insurance
- Other voluntary benefits offered including vision, long-term disability, and supplemental life insurance
- IPERS Retirement - Iowa Public Employees Retirement System, with contributions of 6.29% employee/ 9.44% City ([IPERS](#)). ([Download PDF reader](#)).
- Deferred Compensation (IRS Section 457) retirement programs
- Generous paid time off AND 11 paid holidays per year
- Paid Parental Leave program with 4 weeks of paid time off
- Annual salary increases, AND an annual across-the-board increase (determined by available budget)
- Longevity Pay for years of service
- Educational assistance up to \$3,000 per year
- A culture that is supportive and committed to professional development opportunities
- Public Service Loan Forgiveness – Employees may qualify for the PSLF program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments while working full-time for a qualifying employer. [See more information here](#)