



Notice of Employment

Job Title: Excavation Specialist

Hiring Range: \$43.86- \$59.21 per hour, DOE

FLSA Status: Non-exempt

Covington Water District has an opening in our Operations Department for an experienced Excavation Specialist who will be responsible for supporting the District's in-house Capital Improvements Projects team.

Reporting Relationships: This position reports directly to the Operations Excavation Lead. This position also requires a collaborative relationship with the District's Operations work groups as well as extensive coordination with the Engineering Department involving projects that may impact the distribution system. This position does not supervise other positions; however, it may provide instruction to co-workers or on-call staff as needed.

Essential Duties and Responsibilities:

Project Coordination:

- Collaborate with the Excavation Lead, Operations Manager and project managers from the District's Engineering Department.
- Ensure projects are completed on time, on budget, and safely.
- Ensure material is installed following Covington Water District Standards and Specifications.

Site Preparation:

- Conduct site assessments.
- Prepare all necessary field plans.
- Ensure all safety protocols are in place.
- Understanding of site staking and offsets.

Excavation Operations:

- Perform excavation tasks.
- Digging trenches.
- Utilizing trench boxes.
- Soil removal.
- Back-filling.
- Compaction.
- Potholing and shoveling.
- Digging around utilities.

Equipment Operations:

- Operate heavy machinery including but not limited to.
- Excavators.
- Hydro-Excavators.
- Back-hoe.
- Front end wheel loader.
- Skid steer.
- Dump Trucks.
- Power tools.

Safety Compliance:

- Adherent to all safety requirements including the District's Safety Manual.
- Comply with WISA and OSHA standards.
- Conduct safety inspections.
- Conduct safety tailgate meetings.

Documentation:

- Maintain accurate records of excavation activities including equipment, labor hours and all materials.

Problem Solving:

- Identify and resolve issues that may arise during the excavation process.
- Minimize disruptions/ downtime.

Minimum Experience/Education: Any equivalent combination of education and experience that provides the applicant with the knowledge, skills and abilities required to perform the job OR on the job training and specialized external program training enabling an employee to perform the functions of the position may be substituted for prior experience and/or formal education outlined below.

Experience: Five years of progressively responsible experience in the operation of excavation equipment, strong leadership skills including excellent verbal and written communication skills, strong understanding of safety protocols, and excellent problem-solving skills.

Education/Certifications: High School Diploma required, and a valid Washington State and Class A Commercial Driver's License with Combination, Tanker and Air Brake Endorsements. AC Pipe Certification. Competent Person Certification. Traffic Control Supervisor Certification. CESL Certification.

Benefits: The District offers a full benefits package to include paid time off (vacation, sick and holidays), full family health insurance paid 100% by the District, State of Washington PERS retirement program, Disability, Life, EAP, HRA VEBA, and tuition assistance.

Individuals interested in applying for this position must submit online @ www.covingtonwater.com a completed District Application by Wednesday May 28, 2025, end of business day. We will notify applicants invited to participate in the interview process by phone or email. Driving record abstracts are required at the time of interview for those individuals invited to move forward. Pre-employment drug screen required.

We are a Drug Free Workplace and Equal Opportunity Employer.