



waterTALENT

waterTALENT is
**Association of California Water Agencies’
Preferred Provider**
for Licensed Water Operator Staffing Services

waterTALENT deploys America’s best and brightest
operations experts where and when they’re needed.



ACWA Preferred Provider



QUALIFIED waterTALENT EMPLOYEES RESPOND TO A WIDE RANGE OF SERVICE NEEDS

SHORT-TERM, TEMPORARY

- Emergency Response / compliance issues
- Staffing shortages
- Hiring moratoriums

CONSULTATION

- Optimization
- Corrective action
- Best practices / Risk assessment
- SOPs & ERPs

FACILITY START-UP

- New facilities
- Upgrades

PLACEMENT SERVICES

- Temporary-to-Hire
- Direct Hire

TRAINING

- On-the-job
- Classroom
- Off-site



Short-term,
Temporary



Temporary
to Hire



Consultation



Start-up &
Commissioning



Training

waterTALENT deploys America's most qualified operators where and when they're needed.

CAPABILITIES

- Water Treatment
- Water Distribution
- Wastewater Treatment
- Advanced Water Treatment
- Emergency Response
- Cross Connection Control
- Licensed Professional Engineers
- SCADA Technicians

EXPERIENCE

- Superintendent / General Manager / Public Works Director
- Chief Plant Operator
- Operator of Record
- Facility Manager
- Appropriate License / Certification
- Regulatory Review and Compliance
- Capital Project Management

waterTALENT Operators are fully vetted, screened, insured, and covered

- Operator Screening, Evaluation, Certification:
 - Multiple interviews
 - Resume / References check
 - Skills & qualifications 147-point checklist
 - Employment Eligibility
- Licenses / certifications verified through State agency
- Drug tested (10 panel)
- Criminal background checks passed
- Employees, not independent contractors
- Liability Coverage:
 - General (\$5m unencumbered), Pollution Control, Professional, Auto, Employment Practices Liability.
- Worker's compensation insurance
- On-going training