



Providing the Highest Quality Water for NW Arkansas and Eastern Oklahoma

**BENTON WASHINGTON REGIONAL PUBLIC WATER AUTHORITY
2025-2026 INTERNSHIP PROGRAM REQUIREMENTS**

The Benton Washington Regional Public Water Authority is a regional wholesale public water provider serving 17 different public water supplies in Northwest Arkansas and Eastern Oklahoma. BWRPWA currently serves a population base of over 155,000 and multiple large industrial users in the NW Arkansas area. BWRPWA also operates a water transmission and storage system that covers approximately 2,000 square miles

Due to the significant industry-wide problem of an aging workforce issue within the public water sector, **BWRPWA is initiating a one-year paid Internship program for graduating High School Seniors who do not intend to go directly to college and would prefer to go ahead and enter the workforce.** There are multiple reasons to consider the Water Utility Industry as a potential career path, and some of these are:

1. Job stability: Everyone needs potable water, and we are the ones who provide that service.
2. Recession proof, when economic downturns occur, water is still in demand, and employee lay-offs in the water supply sector rarely, if ever, happen.
3. Room for advancement. Every employee has an opportunity for advancement through training and experience.
4. Readily available positions. Positions for trained water treatment and maintenance operators are readily available at multiple locations throughout Northwest Arkansas and throughout the United States.
5. Good pay and Benefits. All our full-time staff has access to multiple benefits, including 100% Employer-paid insurance coverages, matching retirement, Employer-paid training, a tuition assistance program for Higher Education courses and/or trade school programs, paid leave time, and other benefits. The full-time pay ranges for our various positions, depending on experience and licensing, are as follows:
 - a. Treatment Plant Operators - \$20.00 per hour to \$37.00 per hour
 - b. Maintenance Specialists - \$20.00 per hour to \$40.50 per hour
 - c. IT SCADA Techs - \$22.50 to \$42.00 per hour
 - d. Laboratory Analysts - \$24.00 to \$39.00 per hour
 - e. Electrical Apprentice - \$22.50 to \$27.50 per hour
 - f. Journeyman Electrician - \$28.50 to \$41.00 per hour
 - g. Master Electrician and Second Line Supervisors - \$77,500 to \$101,500 per year
 - h. First Line Supervisors - \$88,900 to \$121,200 per year
 - i. Management \$110,000 to \$206,00 per year

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The basic position description for the Internship positions is as follows:

1. The Internships will begin on June 2, 2025, and last one year. There will be three (3) positions available in this first year.
2. Each Intern will do a 4-month rotation through each of our departments. 4 Months in Operations and Laboratory, 4 months in Maintenance (equipment, pumps, motors, transmission lines, and storage facilities), and 4 months in Electrical and SCADA / IT Systems.
3. All Interns will be given an opportunity to earn up to an Arkansas Department of Health Grade 3 Water Treatment and/or a Water Distribution License during their Internship period.
4. Work hours will be usually Monday through Friday, 7 AM to 3:30 PM. However, Interns will work at least one or two night shift rotations during the Operations rotation. Operations staff work 12-hour shifts (7 AM to 7 PM and 7 PM to 7 AM) and have 36 and 48-hour work weeks. They also receive a \$1.00 per hour shift differential for working on night shifts, which will also be paid to interns when working a night shift rotation, along with the 8 hours of overtime for a 48-hour weekly shift.
5. Pay for the position will be \$20.00 per hour (\$30.00 per hour for overtime if applicable), and all Interns will be classified as Contract Labor. There will not be any benefits such as medical insurance or paid leave associated with these positions. Interns will be responsible for their own taxes with a Form 1099 provided to them at the end of the year.
6. Pay will be on a weekly basis by Direct Deposit. All interns will be required to have an active checking or savings account into which funds can be deposited.
7. Upon successful completion of the Internship, the Intern may receive an offer of full-time employment with BWRPWA, or we will assist the Intern in finding a suitable position with another Utility located in NW Arkansas or other areas if desired.

The basic requirements to apply for one of these positions are as follows:

1. Be a minimum of 18 years of age by June 2, 2025.
2. Have a current AR Driver's License with a clean driving record and reliable transportation to and from the BWRPWA Plant in Avoca.
3. Be able to pass a DOT Drug Test and Criminal Background Check. Under Arkansas Act 593 passed in 2017, all positions by the Benton Washington Regional Public Water Authority are deemed to be Safety Sensitive positions. As such, no employee can use or be under the influence of medical marijuana or other prescribed cannabis products while at the workplace and performing their designated job functions.
4. Maintain a minimum High School GPA of 2.5 and be able to read, write, and understand the English language.
5. While not required, it is preferred that the Applicant have had a minimum High School Coursework that includes studies in Biology, Chemistry, Algebra, and Geometry. This will help if the Intern chooses to pursue becoming licensed with the Arkansas Dept of Health.
6. BWRPWA is an Equal Employment Opportunity Employer. However, due to requirements concerning nepotism, no High School Senior who is a first-degree relative of a supervisor or Management is eligible for the Internship.

To be considered for this Internship, please submit an Essay telling us about yourself by **March 21, 2025. Let us know if you participated in any sports, clubs, or academic groups and what you learned by participating in those events or groups. Describe any volunteer work or work experience that you have obtained in High School. We would also like to know what your future goals are and why, in your opinion, you want to pursue a career in the Water Utility Sector. Please also include current contact information, including a valid email address and / or phone number and two personal references who are not relatives. We will also need a copy of your High School transcript through the Fall 2024 semester. Complete these two tasks and submit them electronically to Scott Borman, BWRPWA GM, at scott.borman@bwrpwa.com.**

Individual on-site interviews will occur the week of April 21, 2025 and the positions will be awarded shortly after all interviews are completed.