

# Lavaca-Navidad River Authority

## Job Description

**Job Title:** Engineer In Training (EIT)  
**Department:** Administrative  
**Reports To:** Operations Manager  
**FLSA Status:** Exempt  
**Prepared By:** Human Resource Manager  
**Approved By:** General Manager  
**Approved Date:** April 2026

### Summary

The incumbent of this position is responsible for providing engineering and specialized support services to LNRA's Divisions.

**Essential Duties and Responsibilities** include the following. Other duties may be assigned as needed.

Provide engineering support in the area of Water Delivery Systems, Technical Services, Reservoir Management, water distribution, wastewater treatment and special projects as required or assigned.

Assist with Project Operations as needed.

Work with, coordinate and/or manage Consultant services as needed.

Attend and participate in Water Resource planning meetings.

Provide engineering services as required which may include engineering estimates, design, drawings, sketches, plans, contract and bidding documents and provide inspection for LNRA construction projects.

Coordinate activities of construction/technical work with other Division Managers/Directors.

Prepare technical data and/or technical reports required for permits from local, state and federal regulatory agencies.

Review maintenance program for sufficiency of primary features of a large water resources project, such as structural integrity of dam, spillway, radial gates, river outlet works, municipal and industrial water intake and tunnel structures.

Actively participate in the preparation and review of plans and specifications or technical prepared reports by consulting engineers. This may include special studies (such as hydrology) or construction contracts of which typical features may be large pump station, pipelines and appurtenant fixtures or improvements.

Plan and carry out survey programs as needed for construction, roads, drainage, dam safety etc.

Comply with LNRA Safety Manual.

### Supervisory Responsibilities

This position may include supervisory responsibilities.

Provides leadership in establishing team goals, scheduling resources, assisting other team members with the workload, maintaining awareness of new methods and technologies, and mentoring and training other team members.

Plans and evaluates the performance of assigned personnel. Establishes performance requirements and personal development goals.

Manage operations and projects within budget constraints assigned.

### **Qualifications**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and/or Experience**

Bachelor of Science Degree in an Engineering major from a university or college with an EAC/ABET accredited engineering program. Study in the area of Civil Engineering is preferred.

### **Language Skills**

Ability to communicate effectively in the English language, both orally and in written materials.

### **Mathematical Skills**

Advanced math skills.

### **Reasoning Ability**

Ability to apply principles of logical or scientific thinking to practical problems.

### **Computer Skills**

To perform this job successfully, employee must be proficient in with a computer and Microsoft Office.

### **Certificates, Licenses, Registrations**

Valid Texas Driver License. Insurable driving record.

Will be required to take and pass the National Council of Examiners for Engineering and Surveying (NCEES) Fundamentals of Engineering (FE) exam within twelve (12) months of date of hire.

### **Other Skills and Abilities**

Ability to read, analyze, and interpret engineering plans/specifications and other technical and non-technical documents. Ability to respond effectively to inquiries or complaints. Ability to write articles and/or presentations to public groups and/or the Board of Directors. Advanced public relations skills. Advanced writing skills to accomplish contract, policy, and correspondence writing. Intermediate understanding of chemistry, limnology, and hydrology. Basic knowledge of the Texas Water Code.

### **Other Qualifications**

Occasional travel may be required.

### **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl and talk or hear; and taste and smell. The employee must frequently lift and/or move up to 50 pounds on a daily basis. The employee must be capable of climbing a ladder to a minimum of 50 feet; climbing a minimum of one flight of stairs on an intermittent basis; and open and close wire and metal gates. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

### **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee may be exposed to wet and/or humid conditions; moving mechanical parts; high, precarious places and outside weather conditions. The employee may be exposed to fumes or airborne particles; toxic or caustic chemicals and risk of electrical shock. The noise level in the work environment may be loud.

### **Tools and Equipment Used**

While performing the duties of this job, the employee is frequently required to operate the following equipment: Automobile, light trucks and trailers, testing equipment, computer calculator, copy machine, telephone, two-way radio, gages, meters and levels, hand and power tools.