

Vice President, Operations

Ontario Clean Water Agency

Join the Ontario Clean Water Agency (OCWA) for this unique and exciting opportunity where you can support both the provincial and municipal water sector. In this role, you will foster an innovative and inclusive culture while providing client focused, strategic, and transformational leadership within a complex water and wastewater business environment.

As the Vice President of Operations, you will serve as a member of OCWA's Executive Management Team and report directly to the President and CEO. You will provide executive leadership, vision and direction for the management of water and wastewater facilities, as well as the development of programs, services, and innovative business solutions that support operation and maintenance of those facilities. You will be working alongside a dedicated team of professionals who are proud to be delivering safe and reliable water and wastewater services to our communities.

OCWA is an agency of the Government of Ontario, reporting to the Ministry of the Environment, Conservation, and Parks. Our employees are part of the Ontario Public Service. As a trusted partner to municipalities, First Nations communities, businesses, governments, and institutions across Ontario, we provide our clients with total solutions in water and wastewater. We are the largest provider of water and wastewater services in Canada, we manage over 800 facilities from small well systems and lagoons to large water and wastewater treatment plants. Together we produce over 800 million litres of drinking water and treat more than 1.1 billion litres of wastewater every day. In this role you will lead OCWA's largest single team and work closely with OCWA's largest client, the Region of Peel. This position oversees the operations of some of North America's largest Water and Wastewater facilities, including Arthur P. Kennedy Water Treatment Plant and G.E. Booth Wastewater Treatment Plant.

What can I expect to do in this role?

As Vice President, Operations, you will:

- Lead the Agency's South Peel team to develop and implement strategies, policies and programs that ensure daily operational and contractual requirements are achieved, while prioritizing the health and safety of staff and community and realizing annual financial targets.
- Direct the planning, implementation, management, and evaluation of multiple, complex, large-scale, and long-term strategic business project initiatives.
- Support and promote a productive team environment within the roughly 200 South Peel employees, which reflects a culture of excellence and an inclusive, diverse, equitable, respectful, anti-racist and accessible workplace.
- Establish, direct, and lead the development of operational strategies that support OCWA's business objectives, including growth, ensuring the effective assessment of business needs.
- Monitor regional compliance and business delivery results to ensure the facilities OCWA operates meet regulatory compliance.
- Work closely with our innovative and engaged partner, the Region of Peel, to meet the operational and regional goals.
- Establish and foster effective relationships and partnerships with key stakeholders, including municipal clients.
- Lead and participate on OCWA, ministry and inter-ministry corporate committees, operational task forces, policy forums, project teams and working groups.

An effective leader in the Ontario Public Service (OPS) is responsible, innovative, and collaborative. A responsible leader is someone who demonstrates authenticity, accountability, and courage in how they interact with others. An individual who models ethical behaviour, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning, and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

OPS commitment to diversity, inclusion, accessibility, and anti-racism

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse,

anti-racist, inclusive, accessible, merit-based, respectful, and equitable. Diversifying leadership teams is a top OPS priority with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions.

To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring. You are requested to complete the voluntary survey and contribute to building a more diverse, anti-racist, inclusive, and accessible OPS.

The OPS invites all interested individuals to apply and encourages applications from Indigenous and racialized individuals and persons with disabilities.

Visit the [OPS Anti-Racism Policy](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> > and the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) < <https://www.ontario.ca/page/ops-inclusion-diversity-blueprint> > pages to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

The OPS offers employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code) < <http://www.ohrc.on.ca/en/ontario-human-rights-code> >. Refer to the application instructions below if you require a disability-related accommodation.

How do I qualify?

Strategic and Inclusive Leadership:

- You bring exceptional leadership skills to lead the delivery of complex water and wastewater systems in a highly sensitive environment.
- You can ensure accountable and transparent communication with OCWA's single largest client both from yourself and your team.
- You are a proven change agent with the demonstrated ability to support the identification of changing business needs based on business/service performance measurements and the needs of clients.
- You have proven leadership experience with a demonstrated ability to motivate, inspire and engage a diverse group of technical and business professionals and build a high performing team.
- You are an inclusive leader and lead with empathy, confront biases and systemic barriers, seek diversity and foster accessibility.

Communication, Relationship Management, Political Acuity:

- You have highly developed relationship building, negotiation, and consultation skills to foster and maintain effective and collaborative relationships.
- You are able to build consensus among a diverse range of internal and external stakeholders and partners (e.g. other ministries, Indigenous communities, industry, municipalities, agencies, authorities, etc.) to expand OCWA's profile and emerging service offerings.
- You have a track record of tackling complex challenges and working across organizational boundaries to arrive at innovative solutions.
- You have experience providing strategic advice, recommendations and conducting concise briefings to senior executives, board of directors, and elected officials.
- You anticipate potential issues/risks and develop mitigation strategies to proactively address them.
- You possess a high level of professional judgement, strong communication and negotiation skills, and political acuity.

Job Specific Knowledge and Experience

- You demonstrate knowledge of the water and wastewater industry.
- You have the technical knowledge and understanding or the demonstrated skills to quickly understand the principles of water and wastewater treatment in the following disciplines: engineering, asset management, process optimization, energy management, innovation, alternate delivery solutions and resource recovery.
- You can champion a culture of business excellence with a focus on effective risk management across the region and provide advice and guidance on issues that have strategic business and political impacts.
- You have experience advising on strategic operational issues and initiatives such as legislative

- and regulatory changes and requirements.
- You are experienced at providing thoughtful and strategic advice to senior executives on approaches to address complex policy and/or program issues.

Bonus info section:

- The OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations and reference checks.

Salary Range: \$130,930 - \$175,070 Per Year

Job Term: 1 Permanent

Location: Mississauga, ON

Please apply online, only, by **Wednesday, May 11, 2022**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=181077>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Talent Search Unit at careersexecutive@ontario.ca. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

www.ontario.ca/careers