

## Manager, Water Operations

When you join the City of Guelph, you join a team of 2000 full and part-time employees who deliver services the community relies on every day. Together, we are bringing to life Guelph's vision of an inclusive, connected, and prosperous city where we look after each other and our environment.

As a regional top employer, the City of Guelph values its employees and offers competitive salaries, excellent benefit packages, opportunities for professional development, a healthy work-life balance, and many roles with flexible work options. Our corporate values are integrity, service, inclusion, wellness, and learning. Guelph is consistently ranked as one of the best places in Canada to live, work, and play—all good reasons to consider a career in this beautiful city.

### The Opportunity

The Manager, Water Operations is responsible for the safety and reliability of the groundwater based municipal water treatment, maintenance, and distribution sub-systems. Reporting to the Division Manager, Water Services, this position provides oversight and direction to the water operations teams, with a focus towards leadership, compliance and customer service while ensuring a collaborative team focused work culture. Guided by the goals and objectives of the City of Guelph Corporate Strategic Plan and committed to the Corporate Values of integrity, service, inclusion, wellness and learning, the candidate will aid in the achievement of the Community Vision for an inclusive, connected, prosperous city.

### Your role

- Provide active and visible leadership to staff consistent with developing and nurturing a work environment that is inclusive, respectful and motivating for staff.
- Provide managerial oversight of staff including recruitment, training, coaching, development, and performance management.
- Develops a great work culture with a focus on employee engagement and leadership development of direct reports.
- Assess operational needs and ensure the availability of resources to support operations in meeting work objectives.
- Development and monitoring of programs, projects, key performance indicators, work and business plans.
- Supports the identification of gaps and opportunities within water operations, including short term planning to address non-routine operations and/or integration.
- Coordination of inter-team works with Engineering and Transportation Services, Public Works and other partner departments. ensuring compliance, efficient delivery of services and timely support.
- Responsible to make field/site visits while also providing program oversight through documentation and analysis of operational performance.
- Responsible to support and uphold an accountable work environment that achieves compliance and encourages continuous improvement through the optimization of assets and processes (work methods, problem solving and staff development).

- Develop operational plans to assure that team processes attain the expected qualitative, quantitative and functional operations in compliance with all safety, health, environmental regulations and division-specific standard operating procedures.
- Completes analysis of operational data to develop recommendations for operational efficiencies.
- Monitor, review, summarize and ensure compliance with applicable legislation and regulations including support for the preparation of regulatory reports and support for the implementation of quality management systems.
- Prepare specifications for the procurement of professional services, special studies as well as major equipment and materials.
- Liaise with regulators as required to support compliance and conformance programs.
- Manage response to customers, council, and media requests for information related to water treatment, distribution operations teams.
- Forecast and manage annual operating and capital budgets including leading variance reporting for operational owned accounts.
- Represent Water Services on corporate committees and industry working groups as required.
- Participate in the management stand-by roster and provide coverage for other management staff as required.
- Report to senior staff and Council as appropriate.
- Monitoring and provide oversight of operational maintenance activities through operational staff's administration of the CMMS and direct activities to enhance processes, meet corporate requirements and address data needs.
- Act as Overall Responsible Operator for Drinking Water Subsystems.
- Perform other related duties as assigned.

## Qualifications

- Extensive experience related to the duties listed above, normally acquired through a post-secondary education in Environmental Studies, Engineering, Engineering Technology or related discipline and extensive experience in municipal water operating environments. Candidates with an equivalent combination of education and experience may be considered.
- MECP licensing as a Water Distribution IV Operator and Water Treatment II Operator with the ability to act as Overall Responsible Operator for the Water Treatment and Water Distribution Subsystems.
- A valid Class G drivers licence with a good driving record and access to a vehicle. Successful candidates will be required to provide a current driver's abstract prior to their start date to confirm their license is held in good standing and that it has not been suspended or revoked under the Highway Traffic Act (HTA) or Criminal Code of Canada in the last 5 years. The City of Guelph will take into consideration the number of demerit points and/or nature of the infractions to determine if it meets our requirements.
- Experience leading work teams, preferably in a unionized environment.
- Experience working in groundwater, water treatment and supply systems.
- Experience with municipal budgeting (operating and capital) and an understanding of purchasing, RFP's, RFQ's, tenders, contracts, and development charges.
- Experience operating within a drinking water quality management system.
- Knowledge of the Safe Drinking Water Act, Ontario Water Resources Act, Occupational Health and Safety Act and other applicable legislation and specifications.

- Knowledge of SCADA system and Computerized Maintenance Management System (CMMS)
- Excellent communication skills with the ability to communicate with all levels of staff, stakeholders, the media and the general public.
- Ability to work with data and develop operational programs which are fluid and dynamic.
- Experience with Microsoft Office (Word, Excel, Power Point and Outlook).
- Excellent leadership, interpersonal and team building skills.
- Excellent customer service skills and public relation skills.
- Knowledge of SCADA system planning, operation and maintenance.
- Knowledge of groundwater treatment process management concepts and principles.
- Ability to oversee the planning, design and supervision of construction and maintenance projects.
- Professional Engineer licensed by the PEO or Certified Engineering Technology by OACETT would be an asset.
- PMP designation would be an asset.

## Rate

\$110,921.60-\$138,652.00

## How to apply

Qualified applicants are invited to apply using our **online** application system by **November 19, 2023**. Please note all applicants must complete the online questionnaire specific to this position at the time they submit their resume and cover letter in order to be considered. Proof of qualifications will be requested at the interview stage.

Please visit the job posting listed on our careers page and click on the "Apply for this job" button. Instructions will follow.

The City of Guelph is an equal opportunity employer that values diversity in the workplace. We are therefore happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance.

Personal information collected through the recruitment process will be used solely to determine eligibility for employment. We thank all candidates in advance; however, only those being considered for an interview will be contacted.