



GC (Government of Canada) Jobs

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Senior Program/Project Engineer

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Reference number: DOE24J-141001-000106

Selection process number: 24-DOE-ONT-EA-612006

Environment and Climate Change Canada - Science and Technology Branch
Burlington (Ontario)

EN-ENG-04

\$112,963 to \$131,746

For further information on the organization, please visit [Environment and Climate Change Canada](#)

Closing date: 12 July 2024 - 23:59, Pacific Time

Who can apply: Persons residing in Canada, and Canadian citizens and Permanent residents abroad.

[Apply online](#)

Important messages

We are committed to providing an inclusive and barrier-free work environment, starting with the hiring process. If you need to be accommodated during any phase of the evaluation process, please use the Contact information below to request specialized accommodation. All information received in relation to accommodation will be kept confidential.

Assessment accommodation

All communication relating to this process, including email correspondence, may be used in the assessment of qualifications.

ONLY APPLICATIONS SUBMITTED ON-LINE USING THE 'APPLY ON-LINE' BUTTON ABOVE WILL BE CONSIDERED.

Duties

Are you passionate about wastewater? We are looking for an engineer to join the Wastewater Science Unit of the Regulatory Operations, Policy and Emerging Sciences Division. This unit is responsible for generating data and information on chemical substances in wastewater treatment systems in Canada in support of the Chemicals Management Plan, the Whales Initiative, the Plastics Initiative, and other ECCC programs that benefit from wastewater science expertise. We work closely with ECCC and Health Canada scientists and engineers who assess and manage chemicals, and also with the Wastewater Program that administers the Wastewater Systems Effluent Regulations under the Fisheries Act.

As the Senior Program Engineer, you will provide applied science and engineering expertise and experience to frame the collection, interpretation and dissemination of data and information on chemical substances in wastewater treatment in Canada. From a solid understanding of the broad scope of wastewater treatment processes and technologies, you will lead the national wastewater monitoring program to deliver results that support chemicals management and wastewater treatment priorities and directions for ECCC. You will plan yearly monitoring projects and research collaborations aligned with ECCC priorities and supervise other personnel working on these projects.

Intent of the process

A pool of qualified candidates may be established and may be used to staff similar positions on an indeterminate, term and acting basis. It may also be used to staff similar positions in other work locations in Ontario or Quebec.

Positions to be filled: 1

Information you must provide

Your résumé.

Contact information for 3 references.

In order to be considered, your application must clearly explain how you meet the following (essential qualifications)

Education:

Graduation with a degree from a recognized post-secondary institution in engineering, with a specialization in environmental, civil, or chemical engineering, or some other engineering specialty relevant to the duties of the position.

Degree equivalency

Experience:

Significant* experience performing engineering, scientific, or technical activities related to wastewater treatment OR doing fieldwork associated with wastewater treatment research.

Significant* experience in developing scientific or engineering proposals or workplans in collaboration with multidisciplinary clients, partners, or stakeholders.

Significant* experience in scientific or engineering project management, including management of financial and material resources.

Significant* experience in gathering and analyzing scientific or engineering data; and writing and presenting technical reports or publications.

*Significant experience refers to the depth and breadth of the experience acquired by working in this field for at least 5 years. The time period can include up to 2 years of graduate school work.

If you possess any of the following, your application must also clearly explain how you meet it (other qualifications)

Education:

Completion of a graduate degree from a recognized post-secondary institution in applied science or engineering, with specialization in wastewater treatment.

Degree equivalency

Experience:

Experience collaborating with provincial, territorial, or municipal governments, Indigenous communities, other federal government departments, or academic researchers.

Experience using health and safety protocols related to wastewater.

Experience using grab or composite sampling techniques for wastewater or sludge/biosolids.

Experience using analytical techniques to measure trace contaminants in wastewater or sludge/biosolids (nanogram/litre or microgram/gram levels).

Experience mobilizing, coordinating, and balancing work within a team.

The following will be applied / assessed at a later date (essential for the job)

Bilingual - Imperative (BBB/BBB)

Information on language requirements

Knowledge:

Knowledge of engineering processes and technologies typically used for municipal wastewater treatment.

Abilities:

Ability to communicate effectively in writing.

Ability to communicate effectively orally.

Ability to prioritize and manage multiple projects, work under pressure, and meet deadlines.

Ability to gather, integrate and synthesize complex technical information to identify issues of key relevance, and prepare concise written summaries and strategic advice.

Personal Suitability:

Initiative

Judgement

Strategic thinking

Flexibility

Effective interpersonal relations

Reliability

The following may be applied / assessed at a later date (may be needed for the job)

Knowledge:

Knowledge of wastewater management priorities and challenges in North America.

Knowledge of quality assurance and quality control components for sampling and analysis of trace contaminants in wastewater or sludge/biosolids.

Selection may be limited to members of the following Employment Equity groups:

Aboriginal persons, persons with disabilities, visible minorities, women

Information on employment equity

Operational Requirements:

Full-time telework is not available for this position. The incumbent must be available to work on site in Burlington frequently.

Travel occasionally for extended periods of up to 2 weeks within Canada.

Work occasional overtime or irregular hours.

Work occasionally in remote locations and in extreme weather conditions.

Work in a laboratory and in the field with wastewater, sludge/biosolids, solvents and acids.

Participate in fieldwork at Canadian municipal wastewater treatment plants.

Safely lift tools and equipment up to 32 kg (70 lbs) to a height of 132 cm (52 inches).

Safely carry heavy equipment for distances up to 30 m (100 feet) and up or down stairs.

Conditions of employment

Reliability Status security clearance

Valid driver's license in a Canadian province or territory.

Occupational Health Assessment for Scientific and Field Personnel

Tetanus booster current.

Other information

The Public Service of Canada is committed to building a skilled and diverse workforce that reflects the Canadians we serve. We promote employment equity and encourage you to indicate if you belong to one of the designated groups when you apply.

Information on employment equity

A written examination, an interview and/or a reference check may be part of the candidates' assessment.

Persons are entitled to participate in the appointment process in the official language of their choice. Applicants are asked to indicate their preferred official language in their application.

Communication for this process will be sent via email. It is the responsibility of the candidate to ensure accurate contact information is provided and updated as required. Candidates who apply to this selection process should include an email address that accepts email from unknown users (some email systems block these types of email).

Candidates must meet the essential qualifications to be appointed to a position.

A pass mark will be established for each qualification. However, achieving the pass mark is not guarantee of an appointment or that candidates will advance to the next stages of the assessment process. A cut-off score (in other words, establishing a higher threshold than the pass mark and selecting only the candidates who meet this threshold) and a top-down approach (in other words, establishing a maximum number of candidates who can proceed to the next assessment stage) may be used at any step if there is a sufficient number of candidates to meet immediate and anticipated staffing needs.

Depending on the requirements of the position(s) being staffed from this process, for current or future vacancies, any or all of the asset qualifications, operational requirements, and organizational needs may be applied at the time of staffing. Candidates may be contacted and assessed against these criteria at any time during this process.

If you are already working for the Public Service, please clearly identify your substantive group and level, your employment status, and PRI on your resume / application.

Candidates will be required to submit a copy of their education documentation. Candidates with foreign credentials must provide proof of Canadian equivalency. Consult the Canadian Information Centre for International Credentials for further information at <http://www.cicic.ca/>.

This questionnaire will be used to evaluate the education and experience criteria deemed necessary for this position. All other qualifications such as the knowledge, abilities and personal suitability will be assessed at a later point in this process.

When completing this document, remember that the assessment board cannot make assumptions about your experience. It is insufficient to say that you have the required qualifications or to list your current or past duties or publications. Rather, using the guidance provided below, candidates must demonstrate how they meet the education and experience criteria by providing clear and concrete examples.

Clear and concrete examples are defined as illustrations in which you fully explain the actions, considerations and steps you completed in order to gain the experience you are describing. This detailed contextual information will be used by the board members reviewing your submission to assess whether you have sufficient experience in a relevant field to complete the tasks required for this position. In order to facilitate this process, you may wish to start your submissions with a sentence similar to: "A clear and concrete example of a situation where I did X is a situation which occurred on Y date and my role in this activity was to...". Resumes will be used as a secondary source

of information and strictly to validate the concrete examples you have described.

When reading the experience criteria for staffing processes, pay close attention to action words contained within and ensure that your examples speak to all of them. Similar attention should be given to punctuation and connector words such as “commas”, “and” and “or” as these have different functions when used to describe an experience criterion. Action words or activities separated with a “,” and connected with an “and” must all be demonstrated with concrete examples as they are all deemed essential by the hiring manager. Conversely, when action words or activities are separated with a “,” and connected with an “or”, candidates may provide concrete examples for only one of the activities listed in the criterion as in this case, the hiring manager is looking for someone who has experience in at least one of the activities but not necessarily all of them.

For example, when responding to a criterion which reads: “Experience reading, writing and publishing instructions for a competitive process” you must provide concrete examples of situations where you read instructions, concrete examples of situations where you wrote instructions as well as concrete examples of situations where you published instructions for a competitive process. These may be part of the same example; however you must provide sufficient details to cover all three actions as they are all critical.

On the other hand, when responding to an experience criterion which reads: “Experience reading, writing or publishing instructions for a competitive process” you must provide concrete examples for a minimum of one situation where you either read, wrote or published instructions for a competitive process, as experience in a minimum of one activity is critical. When this structure is used, you can provide concrete examples for all actions words or activities as this approach will provide board members with additional information to assess the breadth of your experience.

If the examples you provide speak of experience that was acquired in a team setting, please be specific as to your exact role within this team as it is your experience the board will be looking to assess and not that of your team.

Good luck!

Preference

Preference will be given to veterans first and then to Canadian citizens and permanent residents, with the exception of a job located in Nunavut, where Nunavut Inuit will be appointed first.

Information on the preference to veterans

We thank all those who apply. Only those selected for further consideration will be contacted.

Contact information

Carol-Ann Villeneuve, Conseillère en ressources humaines

Carol-Ann.Villeneuve@ec.gc.ca

[Apply online](#)

Date modified:

2024-06-03