



Internal/External Job Posting

Regular Full-Time Non Union Position

Supervisor of Water Structures Maintenance

Who we are

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

Why work for us

At the GRCA, we don't just talk about work-life balance, we promote and encourage it. We offer flexible work hours, one day a week working from home, and wellness initiatives like onsite yoga and an Employee Assistance Program. Our team feels a connection to their work, each other and the community we serve, and when you're "at the office", you won't feel like you're "at the office." Our Administration Centre is located in a tucked away, natural oasis next to the Shade's Mills reservoir, where a walk or lunch at the picnic tables provides the opportunity to be immersed in nature.

We offer staff development plans and open doors to help advance your career. And our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the opportunity

The Supervisor of Water Structures Maintenance plays a key role in the dam management, public safety, dike management and water monitoring programs at the GRCA. Reporting to the Manager of Water Infrastructure, this position works in the Water Infrastructure Department, and is responsible for the co-ordination of the dam, dike and monitoring network maintenance program. The maintenance program is vital to ensuring the integrity of the water control structures and monitoring systems. This position is responsible for overseeing planning and implementation of both small and large projects assigned. A broad knowledge of water control structures, electro-mechanical systems, monitoring equipment and management of trades is required to fulfill this position. The Water Structures Maintenance Technicians are supervised by this position.

Competency in the operation of all water control structures operated by the GRCA is required to allow this position to act as an emergency dam operator.

What you'll do:

- Coordinate maintenance projects, including regular maintenance, related to dam and dike safety and the gauge monitoring network, including preparation of requests for quotations and requests for proposals as applicable. Procure field electrical and millwrighting services, and inventory management of all materials, equipment and supplies as required to implement the dam, dike and gauge maintenance programs. Ensure projects and procurement meet policies, department priorities and budgets.
- Manage major maintenance projects as assigned, including contract administration and the coordination of consultants and contractors; ensuring the project scope is aligned with GRCA needs and budget.
- Ensure contractors perform work safely following contracts, specifications and applicable legislation.
- Supervise staff, provide training and mentoring, schedule and assign work in an efficient and effective manner, manage employee performance and ensure health and safety compliance.
- Promote the GRCA's health and safety culture, provide input to developing safe work procedures, ensure employees work in accordance with the GRCA health and safety policies and procedures; ensure compliance with OHSA, and all applicable regulations and legislations.
- Works closely with the Water Resources Project Coordinator to co-ordinate, plan and implement required public safety measures at GRCA water control structures.
- Responsible for monitoring the operation of the hydro-production equipment at GRCA dams and coordinating major repairs and services.
- Coordinate the maintenance of the gauge monitoring stations, including ensuring site health and safety, purchasing and inventory management of field hardware for gauge stations, respond to and document the response to maintenance tickets for unscheduled events.
- In cooperation Engineering and IT staff, provide input to plan, coordinate and implement monitoring gauge site design and upgrades as required to ensure the integrity of the monitoring network and site health and safety.
- Assist with ensuring compliance of GRCA dams with Provincial and Canadian Dam Association technical guidelines. Maintain dam maintenance logs, including documentation of maintenance procedures, reports on incidents, repairs, and updates to manuals or drawings as required. Communicate updates on changes to major dam status or issues to dam operators and senior flood operators.
- Acts as an emergency dam operator to any flood control structure and provides emergency response for the entire monitoring network.
- Assist with preparing and maintaining the Five-Year Capital & Maintenance Plan for dams, dikes and surface water quantity monitoring network infrastructure. Assist with preparing provincial and federal funding requests.
- Strong interpersonal and communication skills are essential, with the ability to collaborate effectively across departments. Build positive working relationships with both internal and external partners, coordinate interdepartmental efforts, and foster a cooperative environment to achieve maintenance goals.

Education

- Graduate as a Certified Engineering Technologist Program or equivalent experience.

Experience

- At least six years of work experience related to maintenance of dams and electro-mechanical systems, with at least six (6) years of supervisory experience.

- Excellent organizational skills with respect to project management, project planning, and time management. Demonstrated experience scheduling and planning maintenance work in an efficient and effective manner.
- Experience and general knowledge of structural, mechanical systems, hydraulic systems, electrical systems and electronic circuitry. Experience in electrical and mechanical trouble shooting of systems.
- Excellent communications skills to allow effective communication with a broad range of trades and technical experts.
- Experience and understanding of general contracting, electrical contracting, and millwrighting.
- Comprehensive knowledge of telemetry and SCADA system installation and service.
- Experience and proficiency with the MS-Office suite of tools particularly MS-Word and MS-Excel.
- Valid First Aid and CPR certification.
- Thorough working knowledge of the Occupational Health and Safety Act and related regulations.
- Must possess a valid Driver`s license and ability to drive throughout the watershed.

Competencies

Professional Judgement - Has the ability of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Ability to perform fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations or issues. Consider the long term as well as immediate short-term outcomes and actions. Managing emergencies decisively and effectively striving for minimal cost and disruption to operations.

Integrity/Ethics/Trust

Treat all employees, stakeholders in a respectful manner and sets the expectations for the same between all parties. Maintain impartiality, objectivity and fairness when dealing with employees and direct reports, admit mistakes and is perceived as a truthful individual, maintaining confidences.

Team Work

Interacts with people effectively. Able and willing to share and receive information, encouraging others to elaborate on matters and interests. Active listening and comprehension of verbal and non- verbal signals to enhance understanding.

Gather facts and pertinent information to gain an understanding before drawing conclusions, taking action or resolving conflict. Value a wide range of perspectives and can find common ground and gain cooperation when dealing with disputes.

Goal Oriented/Action Oriented

Foster a culture of innovation, continuous learning, growth, improvement and accountability. Directs the creation and maintenance of a division-wide approach and culture for embracing responsibility and accountability to complete day to day functions and also department and division projects and deliverables. Measure performance against goals and evaluate results. Set priorities - spend time on what is important, zero in on critical priorities and put the trivial aside, eliminate roadblocks and create focus.

Seize opportunities; take initiative and is self- motivated. Maintain high level of productivity and self-direction.

Entrepreneurial focus, staying current with changes in technology, methodologies and trends as it pertains to affecting the division and organization. Provide suggestions for improvements to the services offered and the running of the c.a. Display emotional resilience and the ability to withstand pressure on an on-going basis.

Customer Focus

Is dedicated to meeting the expectations and requirements of internal and external customers. Gain the trust and respect of partner agencies and collaborators.

Compensation and Benefits

- Salary Range \$89,685 to \$109,115 working 35 hours per week
- Job stability and security
- Comprehensive benefits package with mental health services and preventative care
- Tuition reimbursement, and computer purchase loans.
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA and Conservation Ontario conservation areas (parks).

Approximate Start Date: February 2025

To Apply: Please send a resume, cover letter and resume to careers@grandriver.ca in MS Word or PDF format and quote "Supervisor of Water Structures Maintenance" in the subject line.

Deadline for Applications: 4:00pm February 3, 2025

We thank you for your interest, however only candidates under consideration will be contacted. GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Individual Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Manager of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.