



Internal/External Job Posting

Regular Full-Time Non Union Position

Intermediate Engineer - Water Control Infrastructure

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

Reporting to the Manager of Water Infrastructure, the Intermediate Engineer - Water Control Infrastructure assists with the planning, implementation and coordination of construction and maintenance projects related to dams, dikes, and the gauge monitoring network owned and operated by GRCA. This position assists with the delivery of the public safety and emergency preparedness plans for GRCA dams and dykes and takes a lead role in securing approvals for dam and dyke projects.

.What you'll do:

- Coordinate capital infrastructure and water management projects related to dam and dyke safety and the gauge monitoring network, including preparation of requests for quotations, requests for proposals and tenders as required.
- Manage construction projects, including contract administration and the coordination of consultants and contractors.
- Ensures contractors perform work safely following contracts and specifications.
- Assist with ensuring compliance of GRCA dams with Provincial and Canadian Dam Association technical guidelines. Assist with maintaining dam operation and maintenance manuals, including procedural guidelines, detailed instructions for specific tasks and health and safety procedures.
- 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.
- Assist with preparing annual departmental budgets, ensure budgetary control of expenses within assigned areas of responsibility and provide forecast updates to the Finance Department as required.
- Assist in the development of an Asset Management Plan for GRCA water management infrastructure.
- Participate in annual inspections of GRCA dams, dikes and gauge stations.
- Act as a Senior Operator in the flood forecasting and warning program, including participation in the on-call rotation. Assist with the water management and flood control program including emergency and day-to-day operations. This responsibility would be enacted subject to an appropriate period of training and experience.
- Prepare technical reports, including infrastructure management plans, dam safety incident reports and board reports, as required.

Education

- University degree in Civil Engineering with a specialization in, or experience with, water resources engineering and water management.
- Eligible for License to practice Engineering in Ontario

Experience

- A minimum of six years related working experience.
- Strong project management skills with demonstrated experience with procurement, including preparation of requests for quotations, requests for proposals, tenders and agreements. Project Management Professional Certification is an asset.
- Knowledge of and experience with dam safety, surveillance and maintenance programs, as well as electromechanical systems and infrastructure maintenance.
- Knowledge and experience with civil/structural engineering and design codes, standards and practices to perform complex projects on both concrete and steel construction, including experience in dam repair and rehabilitation.
- Excellent interpersonal and oral communication skills to work effectively with consultants, contractors, and multi-disciplinary team.
- Effective organizational and problem-solving skills, including the ability to independently make decisions, prioritize work and manage competing deadlines.
- Working knowledge of relevant legislation and standards including, but not limited to, The Conservation Authorities Act, the Occupational Health and Safety Act and related Regulations, Construction Lien Act, Environmental Protection Act, Environmental

Assessment Act, Lakes and Rivers Improvement Act and Provincial/Federal Dam Safety Guidelines.

- Excellent written communication skills with demonstrated ability to prepare correspondence, technical reports, financial analyses, board reports and other documents. Demonstrated analytical and research skills are also required.
- Computer proficiency in Word, Excel and PowerPoint is required experience with. A functional knowledge of GPS survey technology and GIS applications.
- Valid driver's license and the ability to travel throughout the watershed.

Competencies

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Sound judgement resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations.

Integrity/Ethics

The willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards.

Goal/Action Oriented

The ability to work in a team or independently with limited supervision and maintain a high level of self-direction, work productivity, quality, and professionalism. Effective problem solving and collaboration skills. Seizes opportunities; takes initiative and is self-motivated. Organizes work, plans activities and sets priorities in a manner that meets competing needs and timely resolution of matters. Demonstrated experience in Project Management with the ability to work under pressure and handle multiple tasks simultaneously with changing priorities.

Team Work

Interacts with people effectively. Able and willing to share and receive information. Proven ability to communicate information clearly and professionally to both internal and external groups. The ability to gather facts and pertinent information to gain an understanding before drawing conclusions or taking action. Demonstrated ability to build partnerships and alliances with peers, partners and staff.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Develops and maintains effective relationships and ensures good communications with stakeholders.

Compensation and Benefits

- Annual Salary Range is Job Level I \$86,862 to \$105,681 /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: October 2024

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

Deadline for Applications: October 1, 2024

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.