



Regular Full Time Non Union Position

Director of Water Management

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. Encompassing approximately 6,800 square km, the Grand River watershed has a population of almost one million people in 39 municipalities and two First Nations. Designated as a Canadian Heritage River, the Grand River and its major tributaries boast many outstanding human heritage features and excellent recreational opportunities. The GRCA is committed to environmental protection by delivering services that ensure the well-being of the environment and its inhabitants.

General Accountabilities

The Director of Water Management is a member of the Authority's senior management team and is responsible for the safe operation and maintenance of the GRCA water control infrastructure. The position oversees the GRCA water management program areas. Program areas include dam operations and maintenance; hydro generation; dike safety management; water quality management; source water protection, groundwater management; watershed planning; flood forecasting and warning.

Specific Accountabilities

1. Participate on Management Committee contributing to the development of corporate strategic plans, goals and objectives, policies, annual budgets and capital plans.
2. Establish strong working relationships and open collaboration with Management Committee, Managers and Supervisors within the division, and all staff within the GRCA.
3. Provide guidance, direction, mentorship and support for direct reports within the division to ensure effective delivery of programs and employee development. Promote and practice the GRCA's values in all actions.
4. 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.
5. Prepare short and long term work plans, management plans and set priorities, goals and strategies to guide the development and management of the division that align with the strategic objectives of the GRCA.
6. Anticipate, assess and evaluate internal and external risk factors that affect the organization such as technological and organizational practices and recommend business strategies to control risks and improve quality of services, resources and programs.

7. Work with the members of the Management Committee to ensure effective communications with staff and to maintain positive employee relations.
8. Ensure that the division projects and programs provide a safe and healthy work environment through compliance with the Ontario Occupational Health & Safety Act and Regulations, and GRCA Policies and Procedures.
9. Review and recommend to the CAO all regular staff appointments and promotions within the Water Management Division.
10. Responsible for the administration of the GRCA dike and dam management program.
11. Responsible for the administration of the GRCA flood management program, including annual testing of the flood warning system and evolution of the program to streamline flood warnings and integrate new and evolving technologies to facilitate flood forecasting and warning.
12. Serve in the role of Senior Operator in the flood forecasting and warning program, including participation in the on-call rotation. Actively assume or support the Flood Management Coordinator for the Grand River Conservation Authority.
13. Prepare or oversee the preparation of reports for presentation to the General Membership.
14. Coordinate annual budgets with Senior Finance Staff for presentation to the General Membership and work with Managers and Supervisors to control the division budget throughout the fiscal year. Prepare multi-year capital forecasts, and asset management plans for flood management system, water and erosion control infrastructure.
15. Participate on federal, provincial, Conservation Ontario and/or municipal committees as assigned.

Technical Accountabilities

1. University degree in Hydrology, Environmental Science or Engineering (Civil or Water Resources).
2. Minimum of 10 years of progressively senior management experience. Senior management experience in a public sector organization is considered an asset.
3. Working knowledge of legislation governing dam management, construction, hydro operations, development and resource planning, source water protection, etc.
4. Working knowledge of Flood Forecasting and Warning Guidelines and Procedures
5. Demonstrated organizational, leadership and team-building skills. Experience managing staff in a unionized environment is considered an asset. Strong collaboration skills on cross-departmental teams, and with external agencies, other partners and third parties as applicable. Proven track record of developing innovative solutions and achieving results.
6. Strong communication skills with the demonstrated ability to present clearly, promote understanding through effective verbal, written and listening skills, facilitate change and build consensus. Experience presenting information and making recommendations to boards, councils, or committees. Demonstrated ability to communicate effectively with a broad range of stakeholders.
7. Excellent interpersonal and human resource management skills. Proven track record of aligning staff with strategic goals through team building, coaching, mentoring and communicating.

8. Solid understanding of and demonstrated experience in negotiations, conflict resolution and performance management.
9. Proven ability to interact effectively with other senior managers and contribute significantly to the strategic decision-making process of the Senior Management team.
10. Solid understanding of workplace legislation including, but not limited to the Employment Standards Act, WSIA, Occupational Health and Safety Act, Ontario Human Rights Code, and AODA.
11. Valid driver's license and ability to drive within the watershed.

Competencies and Abilities

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. Hire the best people available for the job, being a good judge of talent to assemble a strong team.

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 the customer. Be the Ambassador for the C.A. demonstrating enthusiasm, and promoting the facilities

GRCA offers a comprehensive benefits package including health, dental, vision care, life and disability insurance; membership in the OMERS pension plan and a pass for free entry into GRCA conservation areas.

Salary range for this position is \$119,666 to \$145,592

Hours of work: 35 hours per week

If you are interested in this position please click on the link below to apply

<https://www.linkedin.com/jobs/view/3263304759/?refId=4jfRFvQ3fxUv59zJDfr3XQ%3D%3D&trackingId=lA4iVdfILmmvs1DsUqPOeQ%3D%3D>