



Internal/External Job Posting

Temporary Bargaining Unit Position

Mill Creek Crew Leader

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 kilometres, 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 Mill Creek Crew Leader reports to the Natural Heritage Supervisor and is responsible for coordinating the implementation of aquatic and terrestrial conservation projects, primarily within the Mill Creek subwatershed but also may work in other areas of the Grand River watershed. This work is carried out to support the Mill Creek Stewardship Ranger Program in partnership with the Friends of Mill Creek.

Specific Accountabilities

1. Following an established work plan, coordinate the implementation of habitat restoration initiatives within the Mill Creek sub-watershed and other areas of the Grand River watershed.
2. Coordinate the daily activities of the Mill Creek Stewardship Ranger crew as they work to carryout aquatic and terrestrial conservation projects
3. Ensure collection of accurate data and prepare preliminary reports

Technical Accountabilities

1. Demonstrated experience in leading coordination of staff and knowledge of the Ontario Occupational Health and Safety Act.
2. Possess a good working knowledge of ecological principles and watershed science including fluvial processes; aquatic and terrestrial restoration techniques; and data collection.
3. Demonstrated experience in aquatic and terrestrial project implementation including working with landowners.
4. Ability to work outdoors in a variety of naturalized conditions.
5. Strong demonstrated interpersonal and communication skills.
6. Ability to organize projects, prepare work plans and reports.
7. Good computer skills with Microsoft Office software.
8. Valid driver's license.

Competencies and Abilities

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 judgment resulting in fair, efficient and effective decision-making, bringing clarity and resolution to complex and ambiguous situations. Recognizes when to escalate appropriate situations to the next higher level of expertise

Integrity/Ethics

The willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity, confidentiality and fairness when dealing with employees, stakeholders and special interest groups

Goal/Action Oriented

Organizes work, plans activities and sets priorities in a manner that meets competing needs and timely resolution of matters. Maintains high level of productivity and self-direction. Effective problem solving, collaboration, negotiation and facilitation skills. Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. Achieving high standards of performance from others is important

Team Work

Interacts with team members and public respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding before drawing conclusions, taking action or resolving conflict. It involves active listening and comprehension of verbal and non-verbal signals to enhance understanding. Excellent communication skills are needed for staff relations and working with partners

Customer Focus

Works in close collaboration with internal program delivery team to keep them apprised of relevant information and significant issues in a timely fashion. Exceptional communication skills to enhance relationships with staff, program partners and other relevant agencies

The successful applicant must possess their own Green Patch CSA approved safety boots and be available to work the duration of the contract.

The pay range for this position is Job Level 4 \$23.38 to \$29.21 per hour/35 hours per week

Approximate Start Date: June 2022

Length of Contract: June 20 to September 9, 2022

To Apply: Please send a resume and covering letter to careers@grandriver.ca in MS Word or PDF format and quote "Mill Creek Crew Leader" in the subject line.

Deadline for Applications: 9:00am, Tuesday May 24, 2022

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

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the Grand River Conservation Authority