



## Internal/External Job Posting Regular Full Time Position Superintendent of Shade's Mills Conservation Area

Date of posting: March 4, 2021

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.

The **Grand River Conservation Authority** is seeking a strategically focused individual with exceptional leadership abilities for the role of **Superintendent I** at the Shade's Mills Conservation Area.

We focus on teamwork, development, engagement and positive change. One of our key strategies is connecting people to the environment through outdoor experiences. Our staff teams are well-trained, and committed to servicing public needs. We maintain an innovative and positive work culture where knowledge is freely shared. Consider joining our committed team of staff and being part of an innovative, collaborative and rewarding workplace.

As the senior on-site Superintendent, reporting to the Manager of Conservation Areas, you will implement and manage an annual operating budget to deliver park programming and provide input to the 10 year capital forecast. You will also develop, implement and oversee annual operational and resource staffing plans to ensure efficiency, optimal customer service, security of assets and compliance with legislation and policy.

Our candidate of choice will be strategically oriented and possess strong leadership skills with a financial/business acumen (budgeting). You will have the ability to develop, implement and oversee operational plans and park management strategies. You will possess exceptional negotiation skills and the ability to communicate effectively with diverse interest groups (i.e. park visitors, Indigenous groups, other government agencies).

There is an expectation of the incumbent to exercise independence of judgement and initiative, including providing expertise to other departments and stakeholders in the community. Demonstrate and hold others accountable for behaviours consistent with GRCA values and priorities.

The Superintendent I will be responsible for all aspects of the day-to-day operations of the Conservation Area as well as overseeing the day to day operations of Shade's Mills dam structure and responding appropriately in emergency situations. You will take a hands-on approach managing; the day use conservation area, compliance with GRCA policies and regulations, facilitating events, supporting GRCA properties and the administration centre as well as administering agreements such as service contracts. Employee management is critical, utilizing human resource principles and practices, including supervision, providing performance evaluation and coaching. You will negotiate and establish local partnerships and sponsorships to promote programs and events to attract visitors and enhance revenues.

You will have extensive knowledge of various acts and regulations (i.e. Conservation Authorities Act and Regulations, Provincial Offences Act, the Occupational Health and Safety Act, the Employment Standards



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Act, the Occupiers Liability Act, the Trespass to Property Act, Off Road Vehicles Act and other related legislation) to ensure a safe work environment for staff and visitors.

Outdoor work and the ability to work shifts, including evenings, weekends and provide on-call support is required. Will be required to be on standby on a regular basis (approximately every other week). When on standby, this position must be able to respond to the Shade's Mills and New Dundee Dams within 40 minutes or less.

Completion of a college diploma in a field related to parks and recreation, resource management, tourism or business administration or an equivalent post-secondary program is required. Minimum 6 years' of progressively responsible experience in outdoor recreation with at least three (3) years of supervisory experience preferably in a park or campground environment.

For a full job description and requirements please visit the GRCA website [www.grandriver.ca](http://www.grandriver.ca)

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.

**Approximate Start Date: March 2021**

Salary range for this position is \$70,286 to \$85,514 (1975 hours)

Hours of work: 40 hours per week April – October, 35 hours per week November – March

**To Apply:** If you would like to be considered for this exciting and impactful career opportunity, please send a resume and covering letter to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Superintendent of Shade's Mills" in the subject line.

**Deadline for Applications: 4:00pm Thursday March 18, 2021**

*We thank you for your interest, however only candidates under consideration will be contacted.*

*Accessibility accommodations are available for all parts of the recruitment process. Applicants please communicate your needs in advance.*

*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*