



Internal/External Job Posting

Full Time Non-Union Position

Supervisor of Subwatershed Planning

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 Subwatershed Planning reports to the Manager of Planning and Regulations Services and is responsible for developing and coordinating the Authority's subwatershed planning program and project management of assigned projects. Duties will include acting as the project manager for new subwatershed plans, coordinating the implementation and update of existing plans and coordinating monitoring associated with the subwatershed program. This position also manages / coordinates assigned projects for the department and related natural hazard management programs.

What You'll Do

- Coordinate and develop the overall subwatershed planning program, including establishing subwatershed planning priorities in the Grand River Watershed.
- Administer/supervise the subwatershed planning program, including staff and budgets required to support it and manage all associated information. Ensure employees comply

with all applicable policies, procedures and legislation with special emphasis on health and safety and hazard mitigation measures.

- Act as project manager to carry out subwatershed plans. This will include coordinating activities of the projects' steering committees and working with senior GRCA staff to allocate internal resources to the program, administering a monitoring program to support the subwatershed plans, procurement of external resources, management of contracted services, data management, report writing and reporting to management, GRCA Board, and municipal Council meetings.
- Act as a project team member representing the GRCA on subwatershed plans undertaken by others (i.e., municipalities, developers, provincial agencies).
- Work with external stakeholders and GRCA program technical staff to ensure the effective implementation of completed subwatershed plans. This activity will include the development of budgets and plans for resource allocation.
- Work in co-operation with Supervisors of Planning and Regulations and act as a technical resource and assist the department and others including Engineering, Water Resources, and Conservation Lands to ensure effective subwatershed plan implementation and work to ensure subwatershed planning activities are integrated with other GRCA policies, programs and activities.
- Act as a GRCA expert witness on matters associated with the subwatershed planning program before the Ontario Land Tribunal.
- Participate in various programs to promote public awareness of subwatershed planning.
- Act as project manager leading technical projects across a range of technical specialties to support the department and other programs including natural hazard management, coordinating internal staff and external contractors as necessary. Serve as the GRCA's representative with other government agencies and in associated public relations.
- Develop and maintain good working relations with external agencies, municipal staff and key stakeholders.
- Perform other related duties as required.
- Act as a water management Duty Officer.

Education

- Degree in Geography, Resource Management, Environmental Science, Engineering, Planning or a related discipline. Knowledge of hydrology and watershed planning.

Experience

- Broad knowledge relating to overall framework of water management and sub-watershed planning including scientific and legislative aspects. This includes current technical practices in surface and groundwater hydrology, aquatic and terrestrial systems and government legislation, policies, and programs. Knowledge and experience with urban stormwater management, water chemistry data, fluvial geomorphology and river hydraulics.
- Minimum six to ten years related work experience including 3 years of supervisory experience.
- Training in project management, and ability to demonstrate experience in developing project plans and completing projects.
- Analytical, research, problem solving and organizational skills in order to develop plans, coordinate resources and activities, and effectively facilitate meetings of stakeholders.
- Strong and effective communications skills and ability to interpret and communicate watershed plans policies and procedures,
- Experience with writing comprehensive plans and technical (formal) reports, work plans, policies, contracts and correspondence.
- Strong interpersonal skills in order to motivate key stakeholders in achieving program objectives, to ensure effective cooperation, formulation, and implementation of subwatershed plans, and to participate as an effective team member.
- Excellent interpersonal, human resource, negotiation and conflict resolution skills.

- Good supervisory and organization skills. Strong leadership and people management skills, including the ability to attract, retain, develop and mentor staff.
- Ability to exercise professional judgement and discretion in dealing with confidential information.
- Related job experience with Microsoft Office Suite, ArcGIS software, Access Database Management software and Adobe Acrobat software.
- Valid driver's license and ability to travel to various locations within the Grand River watershed.
- Ability to support and project values compatible with the organization.
- Working knowledge of the Occupational Health and Safety Act, Conservation Authorities Act, Planning Act and related provincial growth and environmental plans.

Competencies:

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications and various perspectives, making connections of underlying issues and the ownership of the outcome. Sound judgment based on experience and expertise resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Ability to carry out skillful negotiations and interest based conflict resolution. Appropriately balances the interests of both internal and external stakeholders.

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 co-workers, professional colleagues and stakeholders, and the general public.

Leadership

A high level of personal and professional excellence including the ability to align personal and organizational values. Demonstrated ability to be innovative, flexible and entrepreneurial.

Goal/Action Oriented

Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. 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. Maintains high level of productivity and self-direction working independently or in collaboration. Demonstrated ability to work under pressure and manage multiple tasks simultaneously with changing priorities.

Team Work

Interacts with people respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding of the problem at hand and the perspective of others before drawing conclusions, taking action or resolving conflict. It involves active listening and comprehension of verbal and non-verbal signals to enhance understanding. Demonstrated ability build collaborative partnerships.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Exceptional communication and negotiation skills to create, maintain and enhance relations with municipal partners, stakeholders, etc.

Compensation and Benefits

- Annual salary pay range \$86,862 to \$105,681
- 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: April 2024

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

Deadline for Applications: 4:00pm March 25, 2024

To view a full job description with competencies please visit [GRCA Job Opportunities](#)

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.