



Internal/External Job Posting

(Full Job Description)

Regular Full-Time Non Union Position

Supervisor of Water Quality

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 GRCA is seeking a knowledgeable professional responsible for developing and maintaining a water quality program and maintaining a water quality monitoring network. You will liaise with senior municipal staff and government officials with respect to river and reservoir water quality and integrated water management.

Reporting to the Manager of Water Resources our candidate will lead the development and implementation of the Watershed-wide Wastewater Optimization Program, an initiative that promotes the adoption of best operational practices for wastewater treatment and voluntary targets to reduce the impact of treated effluent discharged to surface water in the watershed.

This position offers an opportunity to lead a team of technical staff in a dynamic workplace

What you'll do:

- Water Quality Program Development and Coordination: Working with the Manager of Water Resources, staff, and external agencies to develop and advance the GRCA's water quality program. Take a lead role in developing and maintaining the water quality component of the collaborative Grand River Watershed Water Management Plan.
- Watershed-wide Wastewater Optimization Program (WWOP): Oversee development and implementation of the WWOP including supervising and coaching program staff, having responsibility for strategic planning, identifying external funding opportunities, budgeting, and reporting on progress to funding agencies.
- Monitoring: Develop and maintain a water quality monitoring network sufficient for reporting on general watershed water quality conditions and to support the calibration and validation of water quality models. Oversee delivery of the Provincial Water Quality Monitoring Network. Oversee maintenance, enhancement and long-range planning of the network of continuous water quality stations.
- Analysis and Reporting: Manage water quality data. Develop and implement data quality assurance and control procedures. Work with Information Technology staff to continually improve and develop the water quality database. Carry out water quality studies and assessments. Prepare reports and recommendations.
- Water Quality Models: Develop, maintain and apply the GRCA's water quality simulation models (e.g., Grand River Simulation Model) for the purpose of watershed planning and cumulative impact assessment from point and non-point sources. Advise and assist municipal staff and consultants in the application of the GRCA's water quality simulation models and in the interpretation of the results from these models.
- Advise and assist municipal staff and consultants in the development of assimilative capacity studies and wastewater treatment plant upgrades with respect to river water quality.
- Participate in various municipal and provincial or federal committees (e.g., Lake Erie Action Plan, municipal assimilative capacity studies, monitoring committees, etc.).
- Liaise with municipalities, provincial and federal ministries, academic researchers, interest groups and other relevant agencies regarding wastewater and water quality management.
- Support the GRCA's drinking water Source Protection Program, including providing input to updates of surface water quality assessments and intake protection zone studies, as needed.
- Supervise full time, contract, and seasonal program staff.
- Oversee coordination of the GRCA's Field Laboratory, including health and safety.
- Act as a water management Duty Officer providing support to the flood management team, as needed.

Education

- University Masters degree in environmental chemistry, environmental sciences, engineering (civil, chemical, environmental or water resource), or related field of study with a specialization in water quality, or Honors Bachelor degree in an appropriate field of study and eligibility for a professional designation (e.g., Professional Engineer).

Experience

- Knowledge of various components of surface water quality, including chemical, physical, and biological (e.g., microbiology, algae/macrophytes, benthic macroinvertebrates, fish) characteristics, lake and/or river bed substrates, and toxicity. Detailed knowledge of nutrient (e.g., nitrogen and phosphorus), carbon, and oxygen cycles in river and reservoir/lake systems. Knowledge of the implications of various water quality guidelines to the management of water quality within the watershed.
- Knowledge of monitoring program design and experience with water quality sampling techniques and monitoring equipment, such as multiparameter sondes, data loggers, SCADA systems, and automated samplers.
- Familiarity with water quality modeling concepts including input data requirements, river hydraulics/hydrology, in-river nutrient kinetics, establishing appropriate temporal and spatial dimensions, and calibration/validation of model output to observed conditions.
- Knowledge of river capacity for wastewater effluent assimilation, wastewater effluent limits/loads, and impacts of non-point source discharges on river water quality.
- Familiarity with wastewater treatment plant design and operations, on-site wastewater treatment systems, contamination of rivers and lakes from industrial sites, sediment-water chemistry and reaction kinetics, difference between organic and inorganic chemical parameters and their respective impacts. Knowledge of process optimization would be an asset.
- Knowledge and experience in the application of statistical tools and methods used in assessment and synthesis of water quality and hydrologic data, including parametric and nonparametric statistical methods. Experience with statistical software packages (e.g., Sigma Plot, R).
- Knowledge of the use and application of large relational databases (e.g. ACCESS, SQL) and their application to water quality data management. Experience with the WISKI data management system would be an asset.
- Technical writing and communication skills.
- Knowledge of hydrology and open channel hydraulics would be an asset.
- Six to ten years of relevant working experience.
- Supervisory experience.

Competencies

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and ownership of the outcome. Sound judgment 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, when dealing with complex files.

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

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. Strong organization, project, and time management skills, including ability to meet deadlines and balance competing interests within timelines. Excellent attention to detail and ability to manage numerous projects simultaneously, while producing quality work. Achieving high standards of performance from others is important.

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 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 to build partnerships with municipalities, business communities, partners and staff. Exceptional internal communications skills are needed for staff relations, working inter-departmentally with respect to communications and marketing needs and to provide support to other programs within the GRCA.

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 range starting at \$86,862 /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: March 2024

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

Deadline for Applications: Wednesday January 31, 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.