



Internal/External Job Posting

Seasonal Bargaining Unit Position

Senior Security Guard. Elora Gorge C.A

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

Our team feels a connection to their work, to each other and to the community we serve. 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

Reporting to the park Superintendent the Senior Security Guard will assist with the enforcement of policies and regulations within the conservation area to help ensure customer satisfaction and safety, assist with training and mentoring of security staff, and have excellent communication skills, both written and verbal.

What you'll do:

- Enforcement of the Conservation Authorities Act, Trespass to Property Act, Conservation Area policies, rules and regulations.
- To regularly patrol the campgrounds and day use areas to ensure public satisfaction and safety.
- Provide staffing coverage assistance at the Elora Quarry as required
- Provide assistance to complete maintenance duties as required- washroom cleaning, garbage collection etc.
- Responsible for daily receipts and night deposits.
- Respond to complaints and provide excellent customer service.
- Check and secure buildings and facilities.
- Refer violations of a serious, criminal or violent nature to the local Police service.
- Document violations, occurrences and maintain a daily evidence note book.

- Provide assistance with security staff coordination and training.
- Provide first aid care to park visitors as required and deliver assistance in emergency situations.
- Assist with customer service related duties, including campsite and day use visitor registrations as required.
- Perform duties in compliance with the Occupational Health and Safety Act and the flexibility to perform other assigned duties as required.
- **Education:**
- A post-secondary education in law and or security related disciplines.
- **Experience**
- A minimum of two years related work experience and a working knowledge of related legislation and applicable regulations.
- A valid Private Security and Investigative Services Act Licence.
- Valid First Aid and CPR certification.
- Must be able to maintain both accurate and legible hand written documentation and a proven ability to maintain chronological notes.
- Must be able to work weekends, midnight shifts and holidays (mandatory).
- Ability to work with minimum supervision.
- Excellent communication and interpersonal skills.
- Familiarity with the Grand River Conservation Authority and park policies.
- Current designation as a Provincial Offences Officer or eligibility for designation. A satisfactory Criminal Record Check is required for this designation.
- Valid Ontario driver's licence.

Other Requirements:

- **This position requires you to work weekends, days, evenings and Statutory Holidays.**

Competencies and Abilities

Professional Judgement

Sound judgment and discretion in dealing with confidential information. 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. Managing emergencies decisively and effectively striving for minimal cost and disruption to individuals and operations. Recognize when to escalate appropriate situations to the next higher level of expertise

Integrity/Ethics

The willingness to hold oneself accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity and fairness when dealing with employees, consultants, contractors, stakeholders and other agencies. Maintains a calm and professional attitude in the face of change, stressful situations and challenges. A high level of personal and professional excellence including the ability to align personal and organizational values.

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. Effective problem solving, collaboration, negotiation and facilitation skills

Team Work

Interacts with people respectfully and effectively as part of a team. Able and willing to share and receive information. Exceptional communications skills are required for working with internal teams to achieve mutually beneficial outcomes and to provide support to other programs within GRCA.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Develops and maintains effective relationships and ensures good communications with other staff, external stakeholders, contractors and other agencies. Works in close collaboration with internal on site staff to keep them apprised of relevant information and significant issues in a timely fashion. Demonstrated ability to build ongoing working relationships and communicating with tact and diplomacy. Exceptional communication skills to enhance relationships with the public - dealing with multiple inquiries, customer complaints and evictions

Compensation and Benefits

- Pay range starting at \$23.87 per hour (working 40 hours in the peak season and 35 hours in the off peak season)
- Job stability and security
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA conservation areas (parks).

Recurring Season: Mid April to – Mid October

To Apply: Please send a resume and covering letter to careers@grandriver.ca in MS Word or PDF format. Please state "Senior Security Guard Elora" in the subject line.

Deadline for Applications: 4:00pm May 14, 2026

Approx. Start Date: End of May

This job posting is for an existing vacancy

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 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 Director of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.