



Internal/External Job Posting Temporary Full-Time Bargaining Unit Position Water Resources Technician

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, 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. 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. Our employees also benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the opportunity

The Water Resources Technician position plays a key role in the flood forecasting and warning, dam management and water monitoring programs at the GRCA. This position is responsible for data collection and analysis relating to the surface water monitoring program and reports to the Water Management Supervisor as part of the Flood Operations Department.

This position comprises field data collection, data management and coordination of the snow survey and river watch programs. Good time management, project planning and interpersonal skills are essential in this position. Experience working in and around water and capability to perform physical duties are also requirements for this position. This position works closely with Water Structures staff to maintain business continuity of the monitoring system.

This position responds to information requests from staff, consultants, public and other agencies. This position is also part of the Engineering Technician pool and is required to work with the water quality, groundwater and subwatershed monitoring programs as needed.

What you'll do:

- Obtaining and managing streamflow measurements, streamflow time series data and reservoir report information.
- Maintenance and development of rating curve information for GRCA stations and maintenance of gauge datum elevations.
- Working with the Water Management Supervisor, this position is responsible for data quality assurance and archiving of hydrometric, stream gauge, snow course and climate information collected at GRCA operated stations.
- Work closely with Water Survey of Canada staff to obtain and maintain up to date rating curve information and elevations for stations operated by Water Survey of Canada in the Grand River Watershed.
- Maintenance of snow course equipment, information and reporting of snow course results to the Surface Water Monitoring Centre.
- Maintenance of water quantity monitoring equipment used to obtain manual flow measurements.
- Responsible for organizing and summarizing river watch reports provided by staff.
- Performs basic analysis and interpretation of water quantity information.
- Water Quality: secondary technician for continuous water quality station and probe maintenance. Act as the backup technician for the Provincial Water Quality sampling network.
- Assist the team that places and retrieves public safety buoys and booms as needed.
- Complete elevation surveys as requested.
- Act as a member of the Duty Officer System.
- Other related duties as assigned.

Education

- Diploma in Water Resource Management as a technician or technologist or equivalent

Experience

- Minimum of 3 years related work experience in hydrometric measurement and water quality sampling.
- Knowledge and experience with water quantity measurement techniques, equipment and rating curve maintenance.
- Advanced computer skills related to data management and data analysis. Working knowledge of WISKI (Water Information Systems KISTERS) would be an asset.
- Working knowledge of water chemistry and Provincial Water Quality sampling protocols related to Provincial Water Quality Sampling Program.
- Knowledge and experience in hydrology and collection of hydrometric information.
- Knowledge and experience related to snow course measurement techniques.
- Proficiency with personal computers and related software including MS Word, Excel, Outlook, Access and PowerPoint. Knowledge in the use of ArcGIS would be an asset.
- Excellent organizational skills with respect to data and time management skills.
- General understanding of reservoir structures and operations.
- Knowledge of safety hazards related to working around water and roadways and experience working around streams and rivers and in adverse conditions.
- Experience using survey grade GPS equipment and Acoustic Doppler Current Profiler (ADCP) technology.

- Valid driver's license.
- Up to date First Aid and CPR certification is preferred.
- Valid Pleasure Craft Operators Card.

Competencies and Abilities

Professional Judgement

Addressing issues decisively and effectively striving for minimizing cost and disruption to individuals and operations. Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome.

Integrity/Ethics

The willingness to hold oneself accountable for acting in ways that are consistent with stated GRCA values, principles and professional standards.

Goal/Action Oriented

Maintains high level of productivity and self-direction. Demonstrated experience to work under pressure and handle multiple tasks simultaneously with changing priorities. 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.

Team Work

Interacts with team members and public respectfully and effectively including residents across the watershed. 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. Exceptional internal communications skills are needed for staff relations, working inter-departmentally with respect to communications and to provide support to other programs within the GRCA.

Customer Focus

Dedicated to meeting the expectations and requirements of the department service objectives. Works in close collaboration with internal stakeholders to address relevant information and significant issues in a timely fashion.

Compensation and Benefits

- Pay range starting at \$34.74 per hour/35 hours per week
- Job stability and security
- Comprehensive benefits package with mental health services and preventative care
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.

Approximate Start Date: May 2025

Term of Employment: Approx. May 2025 to July 2026

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

Deadline for Applications: 4:00pm May 14, 2025

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.