



Internal/External Full Job Posting

Temporary Full Time Bargaining Unit Position

Mill Creek Crew Leader

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

The Mill Creek Crew Leader reports to the Natural Heritage Supervisor and is responsible for coordinating the implementation of aquatic and terrestrial conservation projects, primarily within the Mill Creek subwatershed. This work is carried out to support the Mill Creek Stewardship Ranger Program (MCSR) in partnership with the Friends of Mill Creek.

What You'll Do

- Assist in the development of the MCSR summer work plan and then follow plan to coordinate the implementation of habitat restoration initiatives primarily within the Mill Creek sub-watershed.
- Coordinate a 4 person MCSR crew (typically high school students) and participate in the daily crew activities ensuring they work safely as they carry out aquatic and terrestrial restoration projects.
- Ensure collection of accurate data and prepare preliminary reports

Experience

- Demonstrated experience in leading and coordinating a small team and knowledge of the Ontario Occupational Health and Safety Act.
- Possess a good working knowledge of ecological principles and watershed science; aquatic and terrestrial restoration techniques; and data collection.
- Demonstrated experience in aquatic and terrestrial project implementation including working with landowners.
- Ability to work outdoors in a variety of natural conditions.

- Strong demonstrated interpersonal and communication skills.
- Ability to organize projects, prepare work plans and reports.
- Good computer skills with Microsoft Office software.
- Valid driver's license.

Competencies:

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Sound judgment resulting in fair, efficient and effective decision-making, bringing clarity and resolution to complex and ambiguous situations. Recognizes when to escalate appropriate situations to the next higher level of expertise.

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

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. Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. Achieving high standards of performance from others is important.

Team Work

Interacts with team members and public 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. Excellent communication skills are needed for staff relations and working with partners.

Customer Focus

Works in close collaboration with internal program delivery team to keep them apprised of relevant information and significant issues in a timely fashion. Exceptional communication skills to enhance relationships with staff, program partners and other relevant agencies.

Compensation and Benefits

- Hourly pay rate starts at \$28.77 per hour/working 35 hours per week
- 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).
- Term of Employment June 22 to September 4, 2026

Approximate Start Date: June 2026

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

Deadline for Applications: 4:00pm February 20, 2026

This job posting is for an existing vacancy

The successful applicant must possess their own Green Patch CSA approved safety boots and be available to work the duration of the contract.

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.