



## **Internal/External Job Posting**

### **Regular Full Time Non-Union Position**

### **Source Water Hydrogeologist**

#### **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.

The Lake Erie Source Protection Region is one of 19 regions in Ontario created to carry out drinking water source protection planning under the Clean Water Act, 2006. The region encompasses the jurisdictions of four conservation authorities: Grand River, Long Point Region, Catfish Creek, and Kettle Creek. The region covers about 10,600 square kilometers, extending along the Lake Erie shoreline from roughly Port Stanley in the west to the community of Dunnville in the east, and north along the Grand River watershed to the Village of Dundalk.

With a population of over one million people in 55 upper and lower-tier municipalities and two First Nations, the region is a mix of urban cities and smaller rural towns where 80% of municipal drinking water supplies come from approximately 250 groundwater wells, and the remaining supply coming from surface water sources.

#### **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**

Reporting to the Source Protection Program Manager, the Source Water Hydrogeologist will apply their expertise and experience in groundwater studies and project management to various on-going drinking water source protection projects within the Lake Erie Source Protection

Region. The major tasks associated with this position are support for the Source Protection Program Manager in facilitating, coordinating and reviewing technical work for assessment report and source protection plan updates, preparing technical reports and write-ups, and providing broader technical analysis to support source protection planning.

### **What You'll Do**

- Facilitate and co-ordinate with conservation authority, municipal, and provincial stakeholders regarding drinking water source protection technical studies to support amendments to Assessment Reports and Source Protection Plans under sections 34 and 36 of the Clean Water Act, 2006.
- Review source protection technical reports and prepare notices issued to municipal drinking water system owners under Section 48 of the Clean Water Act, 2006.
- Technical writing and incorporation of new information into Assessment Reports, including wellhead protection areas, vulnerability scoring, drinking water threats enumerations, and climate change vulnerability assessments
- Provide broad technical and analytical input into source protection planning.
- Prepare technical reports and presentations for the multi-stakeholder Lake Erie Region Source Protection Committee.
- Support stakeholder outreach and public consultation on select source protection technical studies.
- Review and organize source water data sets including model files, GIS and tabular data pertaining to groundwater and surface water models.
- Provide project management support for groundwater wellhead protection studies where funding is available.
- Carry out other duties related to Source Protection Program as assigned.

### **Education**

- University Degree in Hydrogeology, Environmental Sciences or Engineering or equivalent combination of education and experience.
- Eligible to register as a Professional Geoscientist (P.Geo.) with the Association of Professional Geoscientists of Ontario or Eligible to register as a Professional Engineer (P.Eng.) with the Association of Professional Engineers of Ontario competent by virtue of training and experience to practice geoscience.

### **Experience**

- A minimum of 3 to 5 years of hydrogeological experience in the areas of physical hydrogeology, groundwater protection, or groundwater resource management.
- Familiar with the Clean Water Act, 2006 and Source Water Protection program.
- Knowledge and understanding of municipal water supply systems.
- Experience with groundwater resource issues and management.
- Demonstrated project management skills administering technical studies.
- Ability to plan, organize and manage several concurrent projects.
- Working knowledge of databases, GIS, and some familiarity with hydrogeological modelling.
- Familiarity working with FEFLOW and MODFLOW is an asset.
- Computer proficiency utilizing MS Office software applications.
- Experience and aptitude communicating and working with a variety of technical and non-technical people.
- Demonstrated ability in corporate core competencies including communication, teamwork, initiative, self-management, accountability, flexibility, and adaptability.
- Excellent technical written and oral communication skills.
- A valid driver's license and ability and willingness to travel in Southern Ontario.

## **Competencies and Abilities:**

### **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. 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. Demonstrated experience in project management with the ability to work under pressure and handle multiple tasks simultaneously with changing priorities. 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 nonverbal signals to enhance understanding. Demonstrated ability to build partnerships with stakeholders and staff. Exceptional internal communications skills are needed for staff relations, working interdepartmentally 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 pay range \$82,635 to \$100,539
- 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: August 2025**

To Apply: Please send a resume, cover letter and resume to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Source Water Hydrogeologist" in the subject line.

## **Deadline for Applications: 4:00pm August 8, 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.