ATLANTIC FIRST NATIONS WATER AUTHORITY (AFNWA)
JOB POSTING

Superintendent of Operations

POSITION DETAILS

Department: Operations
Salary: $82,925–$117,133 (Pay Band 16 or 17, dependent on qualifications and experience, subject to CPI Increase on April 1st annually)
Reports to: Director of Operations Engineering and Compliance
Job Type: Full-time, Permanent
Location: The ideal candidate would be located within a reasonable driving distance to Unama'ki/Cape Breton. The office is located in Millbrook, NS, however, the role involves frequent travel throughout Atlantic Canada (approximately 50–75% of work time will be spent in the field).
Closing date: November 20, 2026

ABOUT AFNWA

Atlantic First Nations Water Authority (AFNWA) is an Indigenous-owned organization committed to supporting First Nations in Atlantic Canada to build and sustain strong water and wastewater operations through capacity development, safe practices, and continuous improvement. Working with AFNWA offers the opportunity to contribute to an Indigenous-owned organization advancing safe, sustainable water and wastewater services for First Nations across Atlantic Canada. Employees benefit from meaningful, community-centred work; a strong focus on safety, learning, and certification development; and collaboration with skilled teams across multiple communities and facilities. AFNWA supports continuous improvement and professional growth while helping strengthen local capacity and long-term operational resilience.

POSITION SUMMARY

The Superintendent of Operations provides active, visible leadership for the safe, reliable, and compliant operation of water and wastewater systems across multiple First Nation communities served by AFNWA. This is a field-engaged, people-centred role with accountability for operational standards, workforce performance, safety, and regulatory compliance.

WHAT YOU'LL DO

- Provide visible, field-based leadership for daily water and wastewater operations, ensuring systems are operated safely, efficiently, and in compliance with regulatory and organizational requirements.
- Direct and supervise Operations Supervisors, Operators, and on-site contractors. Assign and/or assume Direct Responsible Charge (DRC) for all facilities under AFNWA responsibility.
- Establish and maintain clear accountability for operational standards, performance expectations, and service reliability.
- Coach and develop Supervisors and Operators, supporting competency and certification progression.
- Promote a culture of safety, professionalism, health, and wellness.
- Recommend and coordinate repairs, upgrades and improvements to water and wastewater infrastructure including treatment facilities, distribution and collection systems, and related assets.
- Review master metering, instrumentation and SCADA requirements and coordinate enhancements with the Superintendent of Technical Services.
- Collaborate with capital project teams to integrate new and upgraded infrastructure into ongoing operations.
- Participate in the Operations on-call rotation and provide after-hours leadership, decision-making and support during operational emergencies, service disruptions, regulatory incidents and other urgent events requiring management attention.

WHAT YOU BRING

- Post-secondary education in water/wastewater operations, environmental science, engineering technology, public works, trades or a related discipline is preferred. A suitable combination of progressive operational leadership experience, industry certification and demonstrated technical competency may be considered in lieu of formal academic credentials.
- At least five years of progressive experience in water/wastewater operations, utilities or a similar complex operational environment.
- Advanced water and/or wastewater Operator certification and willingness to obtain additional certifications as required.
- Supervisory or management experience leading operational staff, preferably across multiple locations.
- Experience in operations and maintenance programs, regulatory compliance, emergency response, work planning and performance management.
- Experience working with or in First Nation communities in Atlantic Canada is strongly valued.
- Valid driver's licence with a satisfactory record and ability to travel frequently, including overnight travel and in varying weather and road conditions.

KEY SKILLS AND ASSETS

- Professional credentials such as Certified Engineering Technologist (CET) or Professional Engineer (P. Eng) are considered valuable assets.
- Experience leading a geographically dispersed or community-based workforce.
- Experience supporting Indigenous employee development, apprenticeship, certification and succession planning.
- Experience commissioning or integrating new utility infrastructure into operations.
- Strong operational leadership, sound technical judgment and accountability for safe, reliable, compliant service.

- Effective coaching, communication and collaboration skills, including setting expectations, addressing issues fairly and connecting Operations with technical specialists and communities.
- Proactive approach to safety, emergency readiness and risk management; organized while travelling and balancing competing priorities.
- Cultural humility and the ability to listen, learn and work respectfully within First Nation governance and community contexts.
- Knowledge of Mi'kmaq, Wolastoqey/Wolastoqiyik or another Indigenous language spoken in AFNWA communities.

WORKING CONDITIONS

- Field-based role with frequent travel (about 50–75% of work time) to First Nation communities and AFNWA facilities; regular presence in water and wastewater facilities and outdoor environments using appropriate Personal Protective Equipment (PPE) and safety controls.
- Operations on-call rotation with after-hours leadership, decision-making and support during operational emergencies, service disruptions, and other urgent events.

HOW TO APPLY

Please submit your resume and a cover letter outlining how your experience aligns with this role to HR@AFNWA.ca. To view the full job description, please visit our website at https://www.afnwa.ca/careers/.

AFNWA is an Indigenous-owned organization committed to capacity development and supporting First Nations to build and sustain strong water and wastewater operations. We welcome applications from all qualified candidates and encourage those who identify as Indigenous to self-identify in their application.