



THE REGIONAL MUNICIPALITY OF DURHAM

Works Department

District Superintendent - Water Pollution Control Plants (Regular Full-Time)

Job ID: 20773
Job Number: 346

Open: Nov 05, 2024 Close: Nov 18, 2024

Diversity, Equity and Inclusion Statement

The Region of Durham is committed to employment equity and is actively implementing measures to build and sustain an inclusive, barrier-free workplace that is reflective of the diverse residents it serves. We welcome applications from Indigenous Peoples, people from racialized communities, women, persons who live with disabilities, people from 2SLGBTQI+ communities and people with diverse identities.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants who live with disabilities.

Number of Available positions:

Vacancy: 1 Regular Full-time

District Superintendent - Water Pollution Control

This position is based at the Corbett Creek Water Pollution Control Plant (WPCP) in Whitby Ontario, with frequent travel to other Regional wastewater facilities within the Region of Durham.

Reporting to the Manager of Water and Wastewater Treatment, the successful candidate will be responsible for the execution and direction of all operations and maintenance associated with Regional water pollution control plants (ten facilities, including activated sludge, extended aeration and facultative lagoons), sanitary sewage pumping stations, associated service programs. This position is also responsible for supervising the Region's Biosolids Management Program. The District Superintendent has overall responsibility for their respective wastewater facilities, and is responsible for ensuring compliance with all regulatory and legal requirements.

As a senior member of the Works Department management team, duties will include:

- Provide overall guidance and direction to ensure that the operation and maintenance of Durham Region's water pollution control plants and sanitary sewage pumping stations are carried out in an environmentally responsible, safe, and cost-effective manner
- Supervise the operation and administration of the Region's Biosolids Management Program (including plant to plant haulage, biosolids storage facilities and land application program) to ensure that the program is carried out in an environmentally responsible, safe, and cost-effective manner
- Guide, direct and support staff to ensure that all regulatory and legal requirements are met, while protecting public health and the environment
- Develop, support and maintain quality control and quality assurance programs, including Hazard Analysis Critical Control Points (HACCP)
- Review technological advancements, and monitor and react to changes within the industry and the regulatory environment, thereby enabling the Region to efficiently and effectively address the needs of the public
- Evaluate, prioritize, recommend, and execute repairs, upgrades and improvements to plant processes and equipment
- Identify Information Management and Computerized Maintenance Management needs, and coordinate the development and implementation of effective systems
- Develop, administer and control annual operating and capital budgets and ten-year forecasts to support existing programs and process equipment, and those envisioned to provide continued cost-effective service
- Prepare business cases to support improvements and upgrades
- Identify 3rd party contracts required to facilitate efficient delivery of services, develop Requests for Proposals, evaluate bids, and recommend award
- Develop and implement contingency plans to enable emergency events to be addressed effectively, including critical breakdowns and environmental catastrophes, and ensure business continuity



- Assess training needs, and oversee the coordination and delivery of training courses and programs to meet the regulatory requirements and enhance the effectiveness of the workforce
- Provide leadership and coaching to staff, and foster an environment that encourages cooperation, innovation, cross-training, and continuous learning
- Champion and support the Region's culture of safety within the Water and Wastewater Treatment Division, and ensure staff work in accordance with the provisions of applicable health and safety legislation and all corporate/departmental policies and procedures related to occupational health and safety
- Work effectively with staff from other Regional divisions, communicate with regulatory officials, and promote the Region's interests to other levels of government, the public and other stakeholders

The successful applicant must have:

- Post-secondary education in Environmental Science or Engineering field.
- A Class 3 or 4 Wastewater Treatment Licence, and a Class 1 or 2 Wastewater Collection Licence. A successful candidate with a Class 3 Wastewater Treatment Licence and/or Class 1 Wastewater Collection Licence will be required to hold their Class 4 Wastewater Treatment Licence and Class 2 Wastewater Collection Licence within 2 years of accepting the position.
- A minimum of 10 years experience in the municipal wastewater industry, including extensive recent experience in the operation and maintenance of wastewater treatment and collection facilities.
- Knowledge and understanding of relevant legislation and associated regulations, including the Occupational Health & Safety Act, Ontario Water Resources Act, Nutrient Management Act, Environmental Protection Act, Environmental Compliance Approvals, Ten States Standards, and Human Rights Legislation.
- Knowledge of computerized operating and maintenance management systems, computer assisted and automated plant operations, computer operating systems & software applications.
- Knowledge of structured safety and environmental management programs.
- Superior judgement, decision making, time management, conflict resolution, and labour relations skills gained through extensive supervisory experience in a unionized operations environment.
- Strong leadership, interpersonal, team building, planning & organizational, and problem solving skills.
- Excellent verbal and written communication skills.
- A valid Ontario Class G Driver's Licence.

Management & Exempt Salary Grade 8

- Salary: \$119,066 to \$148,832 per annum

Conditions of Employment

Proof of education, qualifications and any other job bona fide requirements will be required prior to start date.

External Application Process

Come find a home where exciting and rewarding careers are balanced with your lifestyle. We thank all applicants; however, only those being considered will be contacted. Please apply online (www.durham.ca) no later than midnight (Eastern Standard Time) on the closing date indicated on the Job Posting.

The Region of Durham is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. If contacted for an employment opportunity and you require accommodation, or if this information is required in an accessible format, please contact us at: RecruitingHelp@durham.ca and a Recruiter will provide appropriate assistance pursuant to the Region's Accommodation and Accessibility policies. Please note that resumes should not be sent to RecruitingHelp@durham.ca.

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