Job Title: Environmental Services Engineer, Compliance-TS269

File Number:	4124	**Employee Group:**	Mgmt Non Union
Service Area:	Environment and Infrastructure	**Division:**	Water, Wastewater and Stormwater
Job Type:	Full-Time Permanent	**# of Openings:**	1

Summary of Duties:

Reporting to the Division Manager, Wastewater Treatment Operations, the Environmental Services Engineer is responsible for overseeing the development and implementation of a wastewater compliance and enforcement program for the City's sewer use by-laws and overseeing wastewater sampling and laboratory programs. This position is responsible for providing environmental monitoring, research and analysis and programs related to industrial pollution abatement and working with industry partners to work within municipal by-laws, related legislation and regulations. The Environmental Services Engineer is also responsible for production and review of data related to performance of City wastewater facilities, providing that information with guidance to the Operations group(s) and ensuring that all reporting necessary for activities at City wastewater treatment plants to remain in compliance with regulatory obligations is completed on time and with accuracy.

Work Performed:

- Provide leadership in the coordination and delivery of programs and policies related to wastewater compliance and water quality monitoring and testing that contribute to the implementation of strategic initiatives for the Water, Wastewater and Stormwater Division to meet Council's Strategic Plan.
- Responsible for managing employees including hiring, coaching, training, administration, and performance aspects of reporting employees. Respond to sensitive and confidential human resource issues as required.
- Provide leadership in the execution and delivery of services and programs in the following areas of accountability:
  - Oversee the enforcement of the Waste Discharge By-law, Wastewater and Stormwater By-law for the City of London residents, and industrial, commercial, and institutional facilities through compliance inspections, investigations, and sampling through the accredited lab facility. Recommend by-law revisions and rate updates. Collect data and issue invoices as required under the applicable by-laws.
  - Provide information, analysis and guidance to City Operations group(s) regarding any applicable regulatory obligations to assist them in ensuring that City facilities remain in compliance. Oversee, approve and submit all required reporting and documentation to maintain that compliance, including annual reports to provincial and federal ministries.
  - Participate in creating and maintaining documentation, training and support for Divisional facilities, as required.
  - Oversee and approve capital procurements.
  - Liaise with Industry to provide advice and guidance with respect to applicable bylaws and programs (e.g. in the event of contaminated run-off). Coordinate the implementation of industrial pollution abatement programs or initiatives.
  - Oversee the overall operations of the laboratory to perform the sampling program and analyses for industrial wastes, pollution control plant operations, river quality, landfill sites and storm sewer effluent in accordance with approved methods. Oversee and approve reports as required.
  - Prepare billing of industries for surcharge under waste discharge bylaw(s).
  - Maintain compliance using a variety of techniques. Investigate complaints and non-compliances, prepare data and take appropriate corrective action. Swearing of charges with the Justice of the Peace, draft evidence prosecutors and defense lawyers.
  - Prepare and monitor current budgets relating to the Division and capital budget relating to laboratory activities.
  - Advise staff and respond to developers, consultants on environmental issues, clean-up of contaminated sites, spills and other environmental matters.
  - Maintain current knowledge of related regulations and applicable legislation including the Ontario Water Resources Act, Environmental Protection Act, Nutrient Management Act, Safe Drinking Water Act and the Clean Water Act etc. Participate and contribute to any Ministry inspections and liaise with regulatory/accreditation bodies as required.

- Demonstrate commitment to anti-racism, anti-oppression, and human rights through interactions with community partners, employees and individuals and implementation of policies, programs and protocols that reflect this commitment.
- Demonstrate commitment and adherence to Health and Safety legislation and programs; and actively promote a culture of safety with direct reports.
- Provide updates, information and recommendations to the Division Manager, Wastewater Treatment Operations on priorities with responsibility to operationalize identified goals and strategies.
- Identify and recommend internal controls in the form of policies, procedures, practices in relation to the general and specific risks of the Corporation; ensure internal controls are implemented, monitored and reported on specific to the Division. Ensure all necessary measures are taken to maintain lab accreditation(s).
- Promote and foster working relationships with employees and bargaining units to provide a fair and consistent application of provisions within the collective agreement.
- Encourage and support employee participation and commitment to individual, divisional, and organizational objectives. Actively mentor, provide development opportunities and build a high-level team performance with direct reports.
- Engage in opportunities to work across Divisions and Service Areas in support of enterprise-wide collaboration.
- Prepare reports for Council and various Committees as required.
- Identify, recommend, adapt and implement innovative and effective and efficient work practices and procedures to improve service delivery and the business responsibilities of the team.
- Implement strategies to track performance measures for Unit deliverables, using appropriate data collection and analytics.
- Adhere to the Procurement of Goods and Services Policy; includes the responsibility of delegation of procurement initiation approval authority and delegation of approval authority for professional consulting services as per policy amounts.
- Represent the Service Area at Standing Committees and Council meetings as required.
- Prepare responses to inquiries from elected officials, media and the public as requested by the Division Manager, Wastewater Treatment Operations. Represent the Division on the various boards and committees of external organizations, associations and government partners to promote the City of London as a leader, share best practices, build relationships, and recommend solutions as required.
- Perform related duties as assigned.

Skills and Abilities:

- Extensive knowledge and experience in the environmental field including site assessment protocols, hazardous waste regulations, drinking and surface water sampling requirements and water criteria background with an understanding of the area's programs and services and how the work of the area aligns with the objectives of the Division.

- Demonstrated knowledge of industrial processes and pre-treatment technologies.
- Experience in developing compliance programs with industries. Knowledge and experience in analytical methods, laboratory operations and development of quality assurance programs to ensure accurate analysis.
- Demonstrated business planning skills with a proven track record for effectively implementing and monitoring programs and services.
- Demonstrated positive and proactive leadership capabilities, adept at leading a group of employees, contracted services and consultants; demonstrated commitment to developing high performance teams.
- Proven commitment to the safety of employees with knowledge of the Occupational Health and Safety Act and applicable regulations as it relates to the position.
- Ability to provide a high level of attention to detail, make sense of data and solve problems.
- Highly developed interpersonal and customer services skills, including conflict resolution and problem solving; demonstrated ability to effectively communicate with diverse populations within the community; experience working collaboratively with organizations, clients, and other individuals. Political acumen to identify and manage issues.
- Ability to understand the importance of service delivery; implement initiatives that support the section's customers in a timely and effective way.
- Computer literacy in Microsoft Office, and related software and database applications.

Qualifications:

- Completion of a University Degree in Civil, Environmental, Biological or other applicable fields of Engineering and Registered Professional Engineer in Ontario.
- Five to seven years related experience in wastewater treatment operations and compliance programs including management responsibilities.

Compensation & Other Information:

$105,278 - $138,095
This posting is for one (1) permanent full-time position being filled on a permanent full-time basis.
Current hours of Work: Monday - Friday from 8:00 a.m. to 4:00 p.m.
Work Arrangement: Onsite. Subject to change in accordance with business requirements.
These hours of work and work arrangements are subject to change in accordance with business requirements.

Police Record Check

The successful candidate will be required to complete a Criminal Record Check.