



Manager of Stormwater

People, Places, Prosperity

Working within our Strategic Plan, **Cambridge Connected**, and committing to our values of Integrity, Respect, Inclusiveness and Service, the successful candidate will work together to help the City of Cambridge achieve our vision: A place for people to prosper – alive with opportunity.

Job Profile

The Stormwater Manager oversees and directs all aspects of municipal stormwater systems, ensuring safe, effective, dependable drainage and water quality compliance. This role involves strategic planning, regulatory oversight, budget management, staff supervision, and public engagement.

Provides key leadership within the Environmental Services Division, demonstrating a strong collaborative approach with peers to achieve a common and cohesive approach to divisional objectives.

Manages annual, seasonal, weekly and daily work programs and assigns such programs to staff. Reviews and authorizes additions and modifications to the City's Stormwater system as prescribed by the Stormwater Combined Linear Infrastructure Environmental Compliance Agreement (CLI-ECA).

Provides technical expertise and support for projects, studies, and master plans related to stormwater infrastructure (e.g., low impact development, sewers, stormwater management ponds, inlet/outlet structures, watercourses, etc.).

Provides technical expertise and support for a variety of groundwater, stormwater, wastewater and/or drinking water programs and projects requiring expert understanding of groundwater transport, surface water drainage, and aquatic chemistry or processes.

What you will be doing

- Establish, modify and monitoring of stormwater operations and maintenance programs, including:
 - Stormwater management pond operations,
 - Stormwater main and lateral inspection, cleaning and repairs
 - Creek and stream maintenance
 - Culvert & ditch maintenance
 - Catch Basin and Oil & Grit Separator cleaning,
 - Dam safety & operations
 - Water quality and quantity sampling & monitoring
 - Loose leaf collection and street sweeping
- Collaborate with various Operations and Environmental Services staff in support of Stormwater programming including, coordinating with staff in Roads, Forestry, Parks, Water, Wastewater, as required.
- Preparation of proposal and tender documents relating to Stormwater system maintenance.
- Participate in consultant evaluation and selection processes.
- Prepare technical specifications.

- Represent the City at project-related public meetings.
- Provide design, contract, and administrative guidance for stormwater projects.
- Develops and coordinates delivery of public communications relating to various divisional projects.
- Establish, monitor and manage stormwater operating budgets based on approved service levels for all stormwater maintenance programs, projects and contracts.
- Provide budgeting feedback to assist in the development of stormwater utility rates.
- Prepare progress reports and input on budgetary requirements.
- Establish public education initiatives (I.e. flooding, stormwater management, best management practices) including project surveys, mailings, brochures, and media relations.
- Oversee stormwater credit application process and authorize approvals.
- Hire direct and indirect reports and assist coworkers in their hiring processes.
- Provide regular performance-based feedback to direct reports.
- Initiate effective use of progressive disciplinary tactics for improving performance.
- Maintain technical awareness of new stormwater related technologies.
- Review and update internal standard specifications and designs.
- Participate in annual review and development of regional design guidelines and specifications.
- Represent Stormwater subdivision on the Best Management Practices (BMP) Committee.
- Identify and oversee creation of standard operating procedures for the Stormwater functional group.
- Participate in project teams and provide operational expertise.
- Develop operational design standards and specifications.
- Review and authorize stormwater modifications on behalf of Environmental Services for the City's CLI-ECA.
- Present advancements in LID and SWM technologies at conferences and seminars.
- Presents to Corporate Leadership and Council on divisional reports and performance.

Education

- 4-year Honors Degree in Environmental Science, Engineering or related field.
- Water Distribution Operator Certificate - Class 2
- Wastewater Collection Operator License - Class 2

Experience and Knowledge

- 5 years operational experience with Municipal Stormwater, Wastewater or Water Infrastructure including, stormwater management ponds, gravity sewers, force mains, pumping stations, dams, and various other water related infrastructure.
- 5 years managing or supervising teams working on municipal infrastructure projects. Preferably in unionized environment.
- Proficiency in Applied Software Applications including GIS, Work Management Systems, and Microsoft Office Suite (4 years).
- Public Speaking / Chairing Public Meetings (2 years).
- Preference will be given to applicants who meet or exceed noted requirements.
- Consideration may be given to applicants with partial or applicable alternative credentials.

We will ask you for these items if you are hired

A valid Ontario Class G driver's license in good standing, with a driver's abstract acceptable to the City (4 or less demerit points may be considered acceptable)

Proof of your current and valid certificate(s) and/or educational qualifications.
Supervisor Health & Safety Awareness Training Certificate from the Ministry of Labour

Your compensation

The annual salary range for this non-union position is \$117,653 - \$143,479 (Band Level 7). We offer a comprehensive benefits package and are an Ontario Municipal Employees Retirement System (OMERS) employer.

Hours of work

Monday to Friday, 7:00 a.m. to 3:00 p.m. (35 hours per week). Occasional hours may be required.

Advertisement expiration date

Interested candidates should apply at www.cambridge.ca/careers. This posting will close on February 27, 2026.

Accommodation needs and protection of privacy

The City of Cambridge recognizes and appreciates diversity and inclusion enhances our public value commitment.

We strive to create an accessible and inclusive experience and encourage all qualified people to apply, including and especially people from equity-deserving groups. Qualified applicants will receive consideration for employment with honour and respect toward their individual dimensions of diversity.

We strive to remove barriers that may prevent qualified applicants from fully participating in the recruitment and selection process. Accommodation in accordance with the Ontario Human Rights Code and other applicable legislation is available throughout all stages of the recruitment and selection process. Contact HRServices@Cambridge.ca to make your needs known in advance. For more information on our Employment Equity, please read our full [policy](#).

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the City of Cambridge only.