



Engineer (Water Services)

Job Number: 4091

Job Type: Full-Time

Vacancy Reason: Net New

Location: 150 Frederick St - Regional Admin Headquarters

Job Category: Engineering

Number of Positions: 1

Department: Engineering and Planning (Water and Wastewater)

Division: Engineering and Environmental Services

Hours of Work: 35

Union: Management/Management Support

Grade: Management/Management Support Grade 07

Salary Range: \$107,413.40 - \$130,530.40 annually

Internal employees transferring from a bargaining unit to another bargaining unit or a Management/Management Support position will not be eligible for the payout of unused sick leave credits upon resignation, termination, or retirement, as per the collective agreement or HR Policy III-16 (Sick Leave). For more details please contact the Benefit Coordinator via email BenefitsHRC@regionofwaterloo.ca.

To be considered for the role please apply via this link:

<https://careers.regionofwaterloo.ca/job-invite/4091/>

About Us!

The Region of Waterloo is a thriving, diverse community committed to fostering opportunities for current and future generations. Waterloo Region is part of the Dish with One Spoon wampum, a treaty guiding our commitment to:

- Taking only what we need
- Leaving some for others

- Keeping the dish clean

This agreement underpins our vision, mission, and core value, and reinforces our dedication to meaningful reconciliation and equity.

Waterloo Region is home to over 674,000 residents and expected to grow to nearly one million by 2051. Guided by our [2023-2027 Strategic Plan](#), “Growing with Care,” we prioritize homes for all, climate aligned growth, equitable services and opportunities and a resilient and future ready organization. Our mission is to provide essential services that enhance the quality of life for all residents, while our core value emphasizes caring for people and the land we share. Join us and be part of a team dedicated to making a meaningful difference in our community.

The Role

In this role, you will play a key part in shaping and supporting municipal water distribution and wastewater collection systems. You’ll review development applications to assess servicing capacity, provide technical expertise on linear infrastructure projects, and apply your knowledge of hydraulics, open channel flow, and pipe design to guide sound engineering decisions.

Working closely with internal teams, area municipalities, and consultants, you’ll review designs, support construction oversight, manage hydraulic network models, and contribute to long-term capital planning. You may also assume professional engineering responsibility within your scope of practice, including applying your professional seal where required.

This is an opportunity to influence infrastructure performance, drive system optimization initiatives such as leakage and inflow/infiltration reduction, and contribute to various reporting initiatives— all while helping ensure safe, reliable service for the community.

Duties/Responsibilities

- Chairs project teams independently or in support of senior engineer for high profile/complex/politically sensitive projects. Establishes project scope and requirements with senior engineer review/support. Delivers project from conception to completion. Work is reviewed at project milestones. Resolves new/unusual problems in consultation with senior engineer/supervisor.
- Conducts assessments and studies required for project planning and optimization projects.

- Designs capital projects that involve multiple components and several engineering areas/activities.
- Develops and manages schedules and budgets (up to multi-million).
- Identifies need for and manages property transactions, access agreements and approvals, involving multiple stakeholders, in consultation with supervisor/senior staff.
- Provides guidance to engineering interns and directs technical and survey staff on design projects and in preparing final contract drawings. Assigns work to clerical, survey, and drafting staff on in-house projects and provides technical direction to construction inspectors and survey crews. Provides direction, guidance and performance evaluation to consulting engineers, with input into their hiring and dismissal.
- Administers contracts. Interprets documents with contractors. Authorizes payments, changes and extra work. Negotiates claims, disputes and payments.
- Develops contracts and procures goods and services. Manages and negotiates work plans and budgets with consultants. Approves invoices.
- Negotiates and obtains approvals (e.g., Municipal, Ministry).
- Visits construction sites to assess quality and progress of work. Ensures work is completed per contract documents and legislation.
- Conducts public meetings and consultations for own projects or provides support to senior engineer for high profile/complex/politically sensitive projects. Responds to technical questions from stakeholders.
- May assume professional engineering responsibility for work within a defined professional scope of practice including application of a professional seal and signature, if required.
- Provides technical subject matter expertise for a specific engineering area/of a limited scope.
- Provides input for the ten-year capital program and operating budgets.
- Writes/reviews technical reports, for supervisor/senior engineer review, as required.
- Writes and presents reports to Committees and Council.

- Represents the Region in dealings (e.g., negotiations, agreements, cost-sharing, approvals) with stakeholders including area municipalities, elected officials, utility companies, federal and provincial Ministries, the media, and public, with support from senior staff/supervisor.
- Collaborates with Regional staff, including IT, Legal Services, Planning, and Finance to deliver projects and resolve issues.
- Leads studies and research initiatives by partnering with academic institutions or other organizations; liaises with researchers.
- Performs related duties as required.

Knowledge, Skills, and Abilities

- Knowledge of municipal engineering, normally acquired through a degree in engineering or applied science, plus progressively responsible related experience in a municipal or project management environment. (or an equivalent combination of education and experience).
- Must be licensed and in good standing as a Professional Engineer in the Province of Ontario, or be a member in good standing holding a Limited License in the area of practice(s), issued by the PEO. For those trained outside of Canada, equivalency will be determined by the PEO. Participates in activities to maintain professional license.
- Knowledge of and ability to comply with corporate policies and procedures, related legislation (e.g., Occupational Health and Safety Act, Construction Lien Act, Environmental Protection Act, Environmental Assessment Act, Safe Drinking Water Act), Ontario Provincial Standards, Canadian Standards, Ministry guidelines, contract law, and engineering standards.
- Ability to work independently on concurrent projects (consulting with senior staff/supervisor as applicable); review decisions/problems with Regional/political sensitivity with management; explore project alternatives individually/as part of a project team; and make recommendations on improvements to existing contract and engineering standards and procedures.
- Computer skills with ability to use software such as Microsoft Office, computer aided design, specialized systems, and computer models.
- Communication and human relation skills to direct and guide contractors, consultants and staff; coordinate and negotiate project requirements; prepare and

present written and visual materials for public drop-in centres, open houses and formal public meetings according to the EA approval process and Act; conduct presentations to Committees, area municipalities and Councils; hold open houses and formal meetings for the media and public; respond to public inquiries; and participate as an effective team member.

- Ability to write project correspondence, reports, contracts, agreements and project definition reports for contractors, consultants, committees, Regional and area municipal Councils, staff, media and the public where applicable. Ability to read and interpret policy and procedure manuals, engineering and technical journals, design specifications, contracts, reports, legal documents, and memos.
- Ability to travel within Waterloo Region.
- Ability to adjust hours to attend open houses and deal with emergencies.
- Ability to support and demonstrate the Region's values.

Region of Waterloo is committed to building a workforce through fair, equitable, and accessible hiring practices that allow us to hire qualified staff who reflect the diversity of the community we serve and to promote a respectful, inclusive, and equitable workplace.

We invite all interested individuals to apply and actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons who identify as women; and persons of marginalized sexual orientations, gender identities, and gender expressions

For questions or to request accommodations during your recruitment, onboarding or employment, please contact talentmanagement@regionofwaterloo.ca, or by calling our Service First Contact Centre at phone number (519) 575-4400.

Use of Artificial Intelligence in the Hiring Process: Region of Waterloo may use artificial intelligence (AI) tools to enhance efficiency during the recruitment process. However, applications will also be reviewed by a member of our Talent Acquisition team to ensure a

fair and thorough assessment. AI does not make final hiring decisions.

Please note: candidates will be provided an update on their application. Please check your spam or junk folder occasionally as some candidates have noticed our emails in those folders (Gmail and Hotmail in particular).

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