



Manager, Utilities – Municipality of North Cowichan

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
northcowichan.ca	January 2026	Vancouver Island, BC	\$121,610 – \$138,663	info@hwest.ca

Organizational Profile

The Municipality of North Cowichan sits on the traditional territories of the Quw'utsun First Nation, which includes the Cowichan Tribes, the Halalt First Nation, the Lyackson First Nation, the Penelakut Tribe, and the Stz'uminus First Nation. North Cowichan also sits on the traditional, territory of the Snuneymuxw First Nation.

The Municipality of North Cowichan (population 31,900) is located in the beautiful Cowichan Valley on the Southern Coast of Vancouver Island between Nanaimo and Victoria, and offers a unique blend of coastal beauty, vibrant communities, and deep cultural roots. With 40 kilometres of oceanfront and spanning 195 square kilometres, the municipality is ideally situated between the Salish Sea, rolling forests, and neighbouring urban and rural centres. North Cowichan was incorporated on June 18, 1873, and is the fifth-oldest municipality in B.C. In 2023, North Cowichan celebrated its 150th anniversary and continues to evolve while staying rooted in its rich history.

About the Role

Reporting to the Director, Operations and a key member of the Operations Management Team, the Manager, Utilities is responsible for managing the Municipality's three water systems, four treatment facilities, and associated water and sewer distribution systems. This role supervises the Utilities and Wastewater Treatment Supervisors who oversee a team of 15 operators.

This is an incredible opportunity for a self-motivated Utilities leader with a passion for public service and service delivery to manage the Utilities team and portfolio at one of British Columbia's most inclusive and environmentally conscious municipalities. The successful candidate will hold a diploma in civil engineering technology or other technical training and BC EOCP Water Distribution III, Wastewater Collection II, and Water Treatment I; combined with seven (7) years experience in a municipal engineering and operations environment and (5) years progressive leadership in a unionized, local government setting. An equivalent combination of education, training and experience may be considered. A valid Class 5 BC Driver's License with satisfactory driver's abstract is required.

The salary for this position ranges from \$121,610 to \$138,663 and is supplemented by a competitive total compensation plan. The Municipality of North Cowichan provides a comprehensive benefits package designed to support employee well-being, financial security, and work-life balance. The package includes company-paid health, dental, life, and critical illness coverage, an Employee and Family Assistance Program, and participation in the Municipal Pension Plan (MPP). Employees also enjoy a competitive vacation program, long service recognition, and retirement benefits.

Contact Details

Should you be interested in learning more about this unique opportunity with the Municipality of North Cowichan, please contact Harbour West Consulting at 604-998-4032 or forward your resume, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting believe equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely, and open manner to include individuals previously underrepresented or discouraged from participating.