

# Manager, Development Engineering (Water And Wastewater)

## Region of Waterloo

Kitchener, ON

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Employment type:

**Full-time**

## Job description

Manager, Development Engineering (Water and Wastewater)

**Job Number:** 3693

**Job Type:** Full-Time

**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

Hybrid 3 days in office 2 days in office

**Union:** Management/Management Support

**Grade:** Management/Management Support Grade 09

**Salary Range:** \$123,978.40 - \$154,954.80 annually

**Posting Date:** Friday November 21, 2025

## 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**

Leads a team responsible for overseeing water and wastewater infrastructure with a focus on the linear system. Conducts and manages feasibility studies, Class Environmental Assessments, Master Plans, and reviews/approves pre-designs, detailed designs, and linear construction projects.

Reviews various planning documents in conjunction with area municipal and regional teams (e.g., official plans and amendments, secondary plans, draft plans, development applications, site plans).

Oversees the inflow and infiltration, and water leakage remediation in linear infrastructure, and develops related programming for the Region.

Leads the Region’s water and wastewater capacity allocation with area municipalities, including monitoring and related annual reporting.

Advises the Director and senior management on water and wastewater matters, cost sharing agreements, and related inter-municipal matters. Provides advisory services to division and adjacent teams during water or wastewater operational emergencies.

Represents the Division on key strategic initiatives (e.g., multi-municipal servicing, transportation capital plans, significant development projects) and facilitates meetings as required.

### **Duties/Responsibilities**

- Supervises Water Analysts, Engineers, Engineering Interns, data modellers, and students.
- Oversees water and wastewater tools and technologies (e.g., hydraulic modelling, field assessments) to assist with determining impacts to the hydraulics of the distribution and collection systems during times of growth and resulting capital projects.
- Collaborates with other groups in the Department to implement proposed changes to distribution and collection systems and prepares/assists with capital project budgets for new regional assets.

- Manages capital planning for water and wastewater systems related to Wellesley and North Dumfries.
- Coordinates comments of other teams (e.g., engineering, planning, operations) to provide feedback to area municipalities. Collaborates with planning staff on growth projections related to water and wastewater long-term service abilities including other infrastructure projects for economies of scale.  
Manages processes for assigning water and wastewater services to area municipalities through the Water and Wastewater Capacity Allocation Program, council-approved policy, and close collaboration with area municipalities.  
Publishes the Water and Wastewater Monitoring Report.
- Develops and implements inflow and infiltration programs and leak detection programs for the Region's water and wastewater infrastructure, working with internal teams and external partners (e.g., area municipalities) for a whole Region approach.
- Oversees the development, calibration, and operation of a hydraulic water model and hydraulic wastewater model.
- Administers contracts with consultants and contractors.
- Analyzes team performance, workload, and defines new projects. Manages and resolves issues, evaluation and performance indicators, databases, and identifies future workplans to inform higher level business plans. Develops and manages a team budget and associated reporting.
- Provides engineering and planning activities for water and wastewater with a focus on linear infrastructure renewal projects.
- Leads complex projects, liaising with area municipalities, agencies, ministries, development consultants, and community stakeholders.
- Manages and develops feasibility studies for growth-related economic development, pre-design and pilot projects, and provides advice on detailed design and construction. Prepares reports on short and long-term strategy and planning for water and wastewater infrastructure.
- Develops terms of reference for major studies and projects. Participates on project teams to manage implementation of feasibility studies for pre-design, design, and construction projects.
- Collaborates with legal and property teams on surplus land/property reviews and property dispositions.
- Analyzes existing standards and policies and recommends revisions to increase efficiency and performance.
- In collaboration with adjacent water and wastewater teams, resolves water and wastewater infrastructure constraints with a focus on the linear system, including

but not limited to programming capital works and resolving hydraulic system constraints.

- Oversees divisional research project selection and funding, and facilitates research proposal reviews with other divisional managers. Liaises with academic institutions and agencies to advise and guide outcomes, and on supplying and interpreting data.
- Leads a team to support the climate adaptation program as it relates to linear infrastructure.
- Exchanges information and discusses issues with area municipalities, provincial and local agencies (e.g., Ministries, Ontario Clean Water Agency, conservation authority), private and public sector companies. Has contact with the public through open houses and formal public meetings.
- Performs related duties as required.

### **Knowledge, Skills, and Abilities**

- Knowledge and skills are normally acquired through an engineering degree, plus progressively responsible related experience in official plan policies, land development planning, and related engineering approvals.
- 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.
- Demonstrated knowledge and skill in the engineering, planning, design, and construction of municipal water and wastewater linear infrastructure.
- Knowledge of the urban planning process relevant to land development engineering and municipal servicing.
- Knowledge of the municipal site plan and subdivision approval process, and familiarity with functional servicing report review.
- Knowledge of capital budgeting and financing principles for detailed technical and financial analysis.
- Knowledge of hydraulic modelling for both water and wastewater including planning, design, and construction of pump stations, piping, valving, and chambers.
- Knowledge of linear design methods.
- Knowledge of and ability to comply with policies, procedures, legislation (e.g., Occupational Health and Safety Act, Construction Lien Act, Environmental Protection Act, Environmental Assessment Act, Safe Drinking Water Act, Municipal Planning), Ontario Provincial Standards, Canadian Standards, Ministry guidelines, contract law, and engineering standards.

- Analytical, organization, problem-solving, and continuous improvement skills to research and identify trends; evaluate, develop, and implement operational plans including monitoring/ audit program; and resolve issues.
- Leadership skills to supervise, develop, motivate, train, and support staff.
- Facilitation and presentation skills including report writing for the public, senior leadership, and Council, and skills conducting presentations and open houses to regional council, committees, staff agencies, interest groups, the media, and the public.
- Demonstrated ability and skill in project management to lead complex projects. Ability to implement and support change initiatives.
- Demonstrated skill and ability in procurement processes including selection of consultants and contractors.
- Negotiation, analytical, problem-solving, and continuous improvement skills to plan and develop objectives and goals, including administrative, technical, operational, and financial components; prepare and administer budgets; and lead program and process changes to support effective, efficient operations.
- Human relations and communication skills to negotiate and provide technical guidance related to water and wastewater supply and connections; communicate effectively with management, staff, and the public; establish and maintain effective working relationships with staff and the public; present to the public and senior staff; and participate as an effective team member.
- Computer skills with ability to use software such as Microsoft Office, databases, management information systems, project management software, e-scribe, and hydraulic modelling.
- Ability to read and interpret industry/technical publications, reports, manuals, legislation, engineering and systems documentation, and contracts. Ability to write policies, procedures, reports, budgets, correspondence, and other documents for senior management.
- Ability to travel within and outside 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](mailto:talentmanagement@regionofwaterloo.ca), or by calling our Service First Contact Centre at phone number (519) 575-4400.

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).