



## Superintendent, Plant Maintenance

**Permanent, full-time opportunity with Hamilton Water in Hamilton, ON**

**Are you a champion of best practices in plant maintenance with the appropriate trade, engineering and/or technology credentials? Can you lead by example to ensure maintenance programs effectively support optimal water and wastewater plant operations? If so, bring your skills and expertise to the City of Hamilton.**

Reporting to the Manager of Plant Maintenance and Technical Services, you'll develop, oversee and supervise the safe, efficient and effective delivery of the maintenance program for Hamilton Water's Water and Wastewater Plant Operations. Adept at managing plant maintenance programs in a highly technical operational environment, you'll provide technical support, oversight, clear instructions and adequate training for all trades and trade supervisors, including electricians, instrumentation technicians, and millwrights.

As a Plant Maintenance Superintendent, you'll assume accountability and responsibility for day-to-day maintenance operations, from coordinating contractor activities and monitoring programs, to making recommendations for improvement based on maintenance data, new equipment and technology, and best practices. It will be your job to ensure that maintenance programs and activities are compliant with all applicable policies, procedures and regulations, while supporting the development and implementation of, and adherence to, mechanical, electrical and instrumentation standards on projects implemented under the City's Capital Programs.

### **Your qualifications as Superintendent of Plant Maintenance include:**

- Proven experience and knowledge related to maintenance activities in a highly technical operational environment.
  - Proven knowledge of applicable theories and trends in mechanical, electrical and instrumentation trades, normally acquired by completing a post-secondary education related to one of the trades or an accredited engineering degree from a recognized university or a diploma from a community college course in an accredited Engineering Technology program in a Civil, Electrical or Mechanical, or Water and Wastewater related program.
  - Proven knowledge, experience and proficiency in managing maintenance programs, preferably related to complex water and wastewater treatment processes and equipment.
  - Self-motivation and ability to work independently and as part of a team.
  - Excellent skills in planning, organizing and implementing maintenance programs and projects.
  - Demonstrated financial management skills developing, implementing and monitoring budgets.
  - Thorough knowledge and understanding of statutes, regulations and by-laws affecting the department/section (e.g. acts/regulations, including, but not limited to, the Environmental Protection Act, Ontario Water Resources Act, Nutrient Management Act, Safe Drinking Water Act, as well as Ministry of Labour acts and regulations).
  - Excellent working knowledge of Collective Bargaining Agreements and processes, including grievance procedures.
  - Previous demonstrated ability to effectively manage and supervise a multi-disciplinary staff in a results-oriented and predominantly unionized environment.
  - Highly effective leadership, facilitation, communication, presentation, interpersonal and organizational skills, with the ability to multi-task and adopt quickly to change.
  - Experience in designing and delivering customer-focused programs and services.
  - Previous project management experience related to maintenance projects, including preparation of contract specifications, tender documentation/award, project administration and management of consultants/contractors.
  - Sound judgment related to maintenance programs and prioritization of maintenance projects.
  - Demonstrated ability to review and interpret analytical data, make calculations against process control parameters and determine whether operations are within appropriate parameters, and provide advice as to what actions are required in accordance with those findings.
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- A demonstrated record of strong leadership, technical competence, customer focus, innovation/creativity, team advocacy and commitment to results, plus excellent communication skills.
- Ability to read and interpret blueprints and schematics, design standards and specifications, and “as-built” records.
- Demonstrated knowledge of the Occupational Health and Safety Act and applicable regulations as it relates to the position.
- A high level of skill related to software applications such as MS Office (Word, Excel, PowerPoint, & Outlook), and asset and work management applications such as Infor EAM, Hansen, Maximo, CityWorks or other applicable software.
- A valid Class “G” Driver’s Licence and provision of a vehicle for use on the job.

**NOTE:**

- As a condition of employment, the successful applicant(s) will be required to obtain a satisfactory Criminal Record & Judicial Matters Check (CRJMC), at their own expense, prior to beginning work in this position.

This permanent, full-time position offers a wage range of \$54.790 to \$64.082 per hour (based on a 35-hour work week schedule).

**About the City of Hamilton**

Contribute to the City of Hamilton, one of Canada’s largest cities – home to a diverse and strong economy, an active and inclusive community, a robust cultural and dining scene, hundreds of kilometres of hiking trails and natural beauty just minutes from the downtown core, and so much more. Join our diverse team of talented and ambitious staff who embody our values of sensational service, courageous change, steadfast integrity, collective ownership and being engaged, empowered employees. Help us #BeTheReason the entire country is talking about Hamilton, and achieve our vision of being the best place to raise a child and age successfully.

**For full details and to apply**

If you are interested in working alongside a dedicated team that’s contributing to the well-being of Hamilton’s residents, please visit [www.hamilton.ca/careers](http://www.hamilton.ca/careers) for details on this Plant Maintenance Superintendent position, **JOB ID #16217**, and to **apply online**, by **Wednesday, March 11, 2020**.

The City is an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise Human Resources if you require accommodation.

*The City of Hamilton values the diversity of our workforce and the knowledge of our people. We thank all who have applied; however, only those under consideration will be contacted.*