



Region of Waterloo

Career Opportunity

The Region of Waterloo is currently recruiting for a:
Full-Time Manager, Hydrogeology & Water Programs

Department: Engineering & Environmental Services

Division: Water & Wastewater Services

Hours of Work: 35 hours per week

Location: 150 Frederick Street Kitchener

Our Story:

Committed to fostering opportunities for current and future generations, the Region of Waterloo is an inclusive, thriving and sustainable region of connected rural and urban communities with global reach. Our mission is to serve, engage and inspire, by delivering quality services to a diverse population of 630,000+, while creating a healthy, collaborative environment of learning, respect and innovation.

This is a place where employees are valued and recognized for their talents and contributions to our success. Our employees take pride in making a difference in people's lives through the work that we do. We are looking for people like you to help make it happen.

Our Team:

The Source Water Protection team is comprised of hydrogeologists responsible for providing leadership to the organization regarding the source water protection of the Region's groundwater and surface water supplies. The Water Programs team is comprised of water efficiency and programs specialized staff passionate around developing programs, educating, and promoting conservation practices related to water in partnership with agencies and the community. We are looking for a Full Time Manager who is passionate about supporting the organization as it pursues advances in the water industry and safeguards the Region's use of finite water supply.

This position will be responsible for applying hydrogeology, source water protection and water efficiency best practices to projects and initiatives across the organization and community in respect with water-based regulations and compliance practices.

The Opportunity:

Reporting to the Director, Water & Wastewater Services, this exciting opportunity would be well suited for an enthusiastic, creative and collaborative self-starter who thrives in an environment of innovation and change. If you are driven by the expressed goal to provide an excellent candidate and client experience, you thrive in developing proactive recruitment and outreach strategies and have a passion for finding best in class talent to

support the Region's recruitment needs today and into the future, this opportunity may be for **YOU!**

Apply your Knowledge, Skills & Abilities:

- You will supervise Senior Hydrogeologists, Supervisor of Water Programs, and Risk Management Official and indirectly supervise additional staff. You will administer contracts with consultants and contractors.
- As subject matter expert you will manage the development and implementation of long-term plans and strategies related to the development, management, monitoring, protection, and conservation of municipal water supplies.
- You will review and assess vulnerability, threat and risk approaches, new assessment and hydrogeological technologies, land-use planning, program design alternatives, water budget studies, and water efficiency technologies. You will monitor and evaluate the effectiveness of technical studies, policies, and programs. You will develop water supply well rehabilitation and replacement programs and manage related public consultation.
- You will develop policies and approaches to water supply impact assessments, manage and review assessments related to development applications, external water-taking permits, contaminated site investigations/remediation, and approvals. You will oversee and create guidance documents and reports.
- You will lead negotiations on regulatory approvals for water-taking permits with the Ministry. You will assess adequacy of conditions and ensure compliance, recommend judicial appeals, and consult with Legal Services.
- You will act as expert witness at judicial appeals of development applications, official plan policies, and permits to take water.
- You will use your knowledge and experience to manage source protection and water efficiency programs, including developing policies, processes, targets, and annual reports. You will discuss planning, implementation, and operation of programs with area municipalities and the conservation authority.
- You will have the opportunity to manage and collaborate with Corporate Communications on communications strategy, including engagement processes. You will oversee research, strategic communications plans, and social marketing strategies to influence public perception, attitudes, and behaviour.
- You will manage the Risk Management Office, including program activities related to development and building permit application review/screening, fees, by-laws, tracking, and enforcement. You will back up the Risk Management Official in that incumbent's absence.
- You will use your knowledge and expertise to manage the well interference program for responding to complaints and to develop policies, protocols, and procedures for complaints response and appeals. You will review and approve staff recommendations for investigating and resolving complaints.
- You will represent the Region on government and conservation authority advisory committees, and at public meetings related to contaminated sites and source water protection. You will recommend, negotiate, and liaise with the Ministry on additional assessments, and compliance and conformance issues.

- You will have the opportunity to partner with other divisional teams to ensure groundwater meets water quality standards, regulations, and compliance objectives.
- You will manage the development, maintenance, and application of the Division's hydrogeological computer models and data management systems. You will determine approach to and framework for including data in decision-making and provincial approvals. You will provide input into system development.
- You will oversee the development, amendment, and implementation of the Water Conservation By-Law in collaboration with senior management, other departments, and local councils.
- You will provide input on and administer operating and capital budgets. You will have signing authority, p-card, and approve purchase requisitions/payments to approved limit and you will participate in the procurement process.
- You will oversee land management and water conservation financial incentive programs for property owners and tenants.
- You will recommend and implement policy related to maintenance and monitoring of groundwater monitoring wells and equipment.
- You will act as a technical expert to divisional staff and management in water supply development, contaminated groundwater investigations, and source protection programs.
- You will provide hydrogeological services, exchange information, and coordinate project activities with other departments.
- You will discuss policies, programs, and contamination issues with businesses, farmers, industries, public interest groups, advisory and project steering committees.
- You will provide educational and promotional updates on programs to the media and public.
- You will review funding and legislation with government agencies.
- You will exchange information with and conduct research with universities and other municipalities.
- You will attend and participate in conferences and seminars to keep knowledge current, and shares with colleagues.
- Performs related duties as required.

Apply Your Experience at the Region of Waterloo

- Knowledge of hydrogeology, water supply management and development, source water protection, and contaminated site remediation, normally acquired through a master's degree in Hydrogeology, plus progressively responsible related management experience.
- Must be a member in good standing with the Professional Geoscientists of Ontario.
- Has overall responsibility for work quality of Professional Geoscientists per Ministry requirements.
- Knowledge of and ability to comply with policies, procedures, collective agreements, guidelines, and legislation (e.g., environmental protection, Clean

Water Act, Ontario Water Resources Act, Planning Act, health and safety).

- Knowledge of process and compliance related activities for water supply, transmission, and distribution. Understanding of Drinking Water Quality Management systems related to Ministry standards and guidelines.
- Ability to keep knowledge current as it relates to source protection, site contamination, and technological advances required for water supply management, treatment, and protection projects.
- Analytical, problem solving, and continuous improvement skills to plan and develop objectives, and determine goals, and build programs for corrective actions.
- Ability to organize and classify work components, oversee the team's resource management and work planning to achieve goals and objectives. Ability to assess situations with political, legal, legislative, and major cost implications.
- Leadership skills to manage, develop, motivate, train, and support staff.
- Negotiation, human relations, and communication skills to communicate with contractors, staff, and stakeholders; conduct technical presentations and open houses for staff, Council, provincial and municipal organizations, consultants, contractors, the media, interest groups, and the public; and participate as an effective team member.
- Ability to read and interpret legislation, policies, procedures, technical journals, terms of reference, contracts, reports, legal documents, and schedules.
- Ability to write technical reports (including Council reports, which may be published), correspondence, plans, and strategies involving complex hydrogeological, water supply management, and source protection issues, and establish and present the Region's position on debatable issues with the Ministry and public.
- Ability to develop policy documents involving significant legal and financial implications and present to Planning and Works Committee of Council.
- Computer skills with ability to use software such as Microsoft Office (including Access, Excel, Project), hydrogeological data management information systems, GIS, and computer modelling software.
- Ability to travel within and outside Waterloo Region.
- Ability to support and demonstrate the Region's values.

Additional Information:

Compensation:

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits. The salary of this position ranges between \$115,297.00 - \$144,107.60 per annum (Grade 9 on the Management & Management Support wage scale).

We invite candidates to apply using the following link <https://bit.ly/41FVXLY>.

Consideration will be given to candidates that are not fully qualified when no fully qualified applicants can be identified.

We thank all applicants in advance; however, we will be corresponding only with those selected for an interview.

The Region of Waterloo is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. At the Region, we respect, encourage and celebrate our diversity. The Region of Waterloo is committed to providing accommodations throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

Alternate formats of this document are available upon request. Please contact the Service First Contact Centre at phone number 519-575-4400, or TTY number 519-575-4608 to request an alternate format.