



Process Engineer, Wastewater Services

Regional District of Nanaimo rdn.bc.ca	Posting Date April 2025	Location Nanaimo + Parksville	Salary Range (CAD) \$109,838 - \$122,042	Applications info@hwest.ca
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Organizational Profile

The Regional District of Nanaimo (RDN) is located on the beautiful central east coast of Vancouver Island, incorporating the municipalities of Nanaimo, Lantzville, Parksville, and Qualicum Beach, and seven unincorporated electoral areas that lie between Cassidy to the south and Bowser to the north. The RDN is situated within the traditional territories of several First Nations, including Snuneymuxw, Snaw-Naw-As and Qualicum First Nations and recognizes their rich cultural heritage. The RDN benefits from inclusive First Nations governance with strong collaboration at all levels in addressing important and pressing issues.

The RDN is home to approximately 170,000 people and is growing at a very rapid pace. Growth is due in part to a mild coastal climate, diverse ecosystems, and landscapes from the Salish Sea to rugged mountains, easy access to a range of outdoor recreation, and a high quality of life.

About the Role

Reporting to the Manager, Wastewater Services, the Process Engineer provides technical leadership in all aspects of wastewater treatment plant process design and ongoing process optimization. The work focuses on identifying opportunities for improvements to treatment safety, effectiveness, and cost efficiency and providing primary technical support to operations and maintenance departments in dealing with long-term and day-to-day challenges. This position will focus on optimizing operational processes and meeting service expectations and departmental goals and objectives.

This is an incredible opportunity for an experienced Process Engineer to develop and support the efficiency and process of safety management in a strong municipal wastewater services department. The successful candidate will bring strong communication and relationship-building skills and a commitment to health and safety work practices. The preferred candidate will hold an Engineering degree and will be registered as a P.Eng with EGBC; with six (6) years experience in process engineering, preferably in water/wastewater or effluent treatment in an industrial setting, combined with experience and working knowledge of industrial health and safety requirements. Preference will be given to Process Safety Management and change management experience. An equivalent combination of education and experience may be considered.

The salary range for this position is \$109,838 - \$122,042 annually and is supplemented by a competitive total compensation plan. This salary is based on the 2024 exempt management salary structure and does not reflect the results of the salary review that is currently underway in accordance with the exempt compensation policy.

Contact Details

Should you be interested in learning more about this unique opportunity with RDN, 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: Harbour West Consulting believes equity, diversity and inclusion 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 jobs and opportunities. We strive to ensure the recruitment process unfolds in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.