



Superintendent, SCFP

Full-Time Regular

Location: Seymour Capilano Filtration Plant, North Vancouver

Join us as we help shape the place people want to be – Metro Vancouver, one of the world’s most livable regions. The services and solutions we provide are the foundation of our region’s economic, ecological and social health. This includes the areas of regional growth planning, air quality, water, liquid and solid waste management, regional parks, affordable housing and community engagement to over 2.5 million residents. We don’t stop, we don’t close and we do what is right, for now and for future generations.

We invite you to bring your skills, passion, and expertise to help us in our commitment to sustain and enhance our region’s livability. We offer competitive salaries; exceptional benefit packages with valuable pension plan; employee wellness and recognition programs; and many diverse opportunities for professional growth and development.

We deliver the exceptional services and solutions that have helped make this one of the most special, livable communities in the world, and we want you to join us. Help us shape the future of the Metro Vancouver region, and shape the place people want to be.

We need leadership, dynamism, and expertise to guide and protect the livability of our region. We need you.

Our Water Services Department is seeking a Superintendent who will manage all aspects of water treatment operations for the Seymour Capilano Filtration Plant and lead a team of over 25 employees including exempt and unionized staff.

You are a strong leader with excellent communications skills and extensive technical experience in water treatment.

The Superintendent, SCFP reports to the Division Manager, Water Treatment and falls within our Management / Leadership 3A job family.

This role:

- Manages the operations of the Seymour Capilano Filtration Plant (SCFP) and is responsible for coordinating treatment operations, maintenance, and quality control activities while ensuring regulatory requirements, service

levels, and other performance criteria are met.

- Accountable for budget preparation, reporting and resource allocations. Monitors and controls spending ensuring the effective and efficient expenditure of allocated funds. Monitors and measures the effectiveness of operations against performance indicators and develops strategies to accomplish goals and address deficiencies. Works closely with the Division Manager to determine overall priorities and establish work plans; contributes to the preparation of long range strategic and financial plans for the division.
- Monitors SCFP's performance and communicates results internally and externally. Develops and implements plans to optimize operations, improve performance, and address deficiencies, consulting and collaborating with the Division Manager and Director as appropriate. Encourages new and innovative ideas and keeps current on industry best practices and relevant regulations.
- Participates in the development and implementation of a variety of procedures, programs and initiatives. Provides direction to improve processes and ensures changes are appropriately communicated and consistently implemented. Works cooperatively to achieve business plan goals.
- Reviews and recommends water treatment chemical, equipment and specialized services purchases and manages corresponding contracts. Provides guidance to staff preparing purchasing memos and ensures all relevant information is included.
- Works closely with counterparts in Water Services and shared services to plan and implement facility improvements and capital projects; contributes to long range infrastructure plans. Works collaboratively with the System Planning and Scheduling team to ensure effective communication. Ensures SCFP's operations objectives and strategies align with the plans of the System Planning and Scheduling team.
- Hires, supervises, directs and develops staff; monitors performance in accordance with goals and objectives. Ensures adherence to corporate policies and collective agreements. Leads, coaches and mentors staff recognizing the importance of leadership, supervisory and technical training. Develops and sustains a flexible workforce encouraging staff to pursue opportunities that complement their skills and experience. Works collaboratively to resolve technical or interpersonal issues staff encounter while doing their work. Supervises and directs the work of contractors.
- Accountable for ensuring staff perform their work in accordance with operational and safety objectives defined by the division's strategic and tactical plans, WorkSafe BC regulations and corporate safe work practices. Ensures SCFP's ability to function as the department's operations centre (DOC) during emergencies. Shares after hours on-call stand-by duties and is responsible for responding to emergencies and major incidents. Makes decisions, provides guidance to operating staff and approves higher level decisions; provides timely and appropriate notifications and communications to more senior staff on significant deviations from performance objectives.
- Provides strategic direction and supports the development of improved operating practices, changes to administrative protocols and work processes. Encourages new and innovative ideas and develops strategies to optimize operations and improve performance. Anticipates future trends and events and adapts to change. Upholds Metro Vancouver's reputation and represents the division on committees, projects and initiatives and develops and maintains strong working relationships within the organization and with relevant external stakeholders.
- Performs other related duties as required.

To be successful, you have:

- 7 years of recent, related experience supplemented by a university degree in engineering or technical field related

to advanced water treatment and courses in business management and leadership; or an equivalent combination of training and experience.

- Membership or eligibility for immediate membership as a registered Professional Engineer (P. Eng.) with the Engineers and Geoscientists of British Columbia (EGBC), or capable of achieving a Level IV Water Treatment Operator Certification with the British Columbia EOCP.
- Considerable technical expertise in water treatment operations. Considerable knowledge of water treatment operating best practices, regulations and performance indicators. Demonstrated ability to trouble shoot complex performance issues and provide guidance to operating staff.
- Sound budgeting and financial management skills. Ability to monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds.
- Excellent written and oral communication skills including well developed report writing and presentation skills. Ability to communicate complex technical requirements and implications to diverse audiences.
- Demonstrated ability to build and maintain effective working relationships. Skill in dealing openly, tactfully and sensitively in a variety of situations.
- Proven ability to use judgment to resolve complex problems with diverse implications. Ability to develop new procedures and plans to address problems and improve efficiencies considering the long-term implications of decisions and actions. Seeks to include staff in decisions that will impact them; works cooperatively to resolve differences of opinion and prevent the escalation of conflict.
- Ability to manage a complex and diverse portfolio of work while establishing ambitious and challenging goals; demonstrates persistence in overcoming obstacles.
- Sound ability to supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook.
- Valid BC Class 5 Driver's License.

Our Vision:

Metro Vancouver seeks to achieve what humanity aspires to on a global basis – the highest quality of life embracing cultural vitality, economic prosperity, social justice and compassion, all nurtured in and by a beautiful and healthy natural environment.

Please follow this link <http://www.metrovancouver.org/about/careers/> to our Careers page where you can submit your application by February 15, 2019.