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where people
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Position Title: Superintendent Wastewater Treatment Plant Labs

Position Status: Full-Time Regular

Department: Liquid Waste Services

Employee Group: Exempt

Location: Annacis Wastewater Treatment Plant

Our Liquid Waste Services Department is seeking a Superintendent Wastewater Treatment Plant (WWTP) Labs who will lead five (5) Metro Vancouver's Wastewater Treatment Plant Laboratories which perform over 95,000 analyses per year. The WWTP Laboratories Superintendent is responsible for all operational and capital aspects of operation of the five WWTP Laboratories, and will oversee the work of 16 staff and annual operating budget of about \$2.5M.

You are: a knowledgeable and energetic team player with a strong vision and dedication to safety, customer service and continuous improvement of laboratory operations. You have a proven ability to inspire and motivate staff to excel in technical and regulatory performance.

The Superintendent Wastewater Treatment Plant Labs reports to the Director Environmental Management & Quality Control and falls within our Management / Leadership, Level 2 job family.

This role:

- Manages team of technical and support staff engaged in the operation of the wastewater treatment plant (WWTP) laboratories.
- Contributes to preparing and managing the work plan and budget for the WWTP Laboratories and is responsible for monitoring and controlling spending ensuring the effective and efficient expenditure of allocated funds. Contributes to short and long term planning and participates in the development and implementation of the Laboratory Master Plan..
- Ensures adequate instrumentation, equipment, systems and procedures are in place for the safe, effective and efficient operation of the WWTP laboratories. Coordinates program and project priorities, schedules and technical requirements and assigns works to meet program objectives.
- Evaluates the performance of instruments, equipment, systems and procedures and makes changes to improve the safety, effectiveness and efficiency of the laboratory operation.

- Prepares and submits reports and presentations on a variety of matters related to the operation of the Laboratory, instrumentation and analytical results, including reports required by regulatory authorizations including operating certificates, federal and provincial regulations, Liquid Waste Management Plan, permits and various regulatory agencies. Ensures the accuracy of information provided and investigates, resolves and accounts for anomalies in data collected.
- Responsible for controlling and ensuring quality of laboratory work and results. Monitors laboratory results on an ongoing basis, assesses and implements required level of response to unusual results with potential WWTP operational or plant regulatory compliance implications.
- Communicates regularly with staff from Environmental Management & Quality Control, plant management, operational personnel and other clients regarding laboratory results and is a key departmental resource for issues related to WWTP laboratory operation and analytical work related to WWTP process control matters.
- Works collaboratively with internal and external working groups on matters related to the operations of WWTP laboratories. Provides technical advice and assistance for the implementation of projects and programs as required. Works collaboratively to devise systems to address new regulatory requirements.
- Hires, supervises, directs and develops staff, monitoring performance towards division, department, and corporate objectives. Ensures staff adhere to corporate workplace conduct policies and all required laboratory procedures and protocols. Leads, coaches, and develops staff recognizing the importance of training.
- Ensures safe work procedures are integrated in the work routines of staff and conducts safety meetings and inspections. Continuously monitors work practices noting and addressing issues as they occur. Prepares written safe work and emergency procedures.
- Keeps current with emerging technologies and trends and ensures work performs in accordance with current regulatory requirements, national and international standards, laboratory accreditation requirements and best practices, and current utility analytical trends. .. Researches, reviews and implements new methods or laboratory technologies for application in the WWTP laboratories. Provides input and suggestions for divisional operational and capital planning, decision making and initiatives such as creating and updating policies, practices, guidelines and processes related to the operations of the WWTP laboratories and related functions.
- Prepares tender documentation for purchase of new laboratory instrumentation, equipment and supplies and ensures its continual proper operation and maintenance.
- Performs other related duties as required.

To be successful, you have:

- A minimum Bachelor's of Science degree in Chemistry or Chemical Engineering, supplemented by a minimum of 5 years of recent, related experience; or an equivalent combination of training and experience.
- Designation as a Professional Engineer or a Professional Chemist.
- Courses in biological wastewater treatment would be an asset.
- Experience with the design and setup of a new or upgraded laboratory space would be an asset.

- Sound technical knowledge and analytical abilities related to laboratory methods and systems especially as they relate to the operation of the wastewater treatment plant laboratory. Demonstrated ability to provide solutions in accordance with corporate policies, regulatory requirements and laboratory best practices.
- Demonstrated knowledge and skills in the area of process control for municipal wastewater treatment.
- Sound knowledge and understanding of Metro Vancouver's WWTP operations, processes and objectives. Ability to provide advice, solutions and recommendations aptly suited to the organization's business needs. Considerable knowledge of scientific principles, analytical methodologies and regulatory considerations related to wastewater treatment, influent, effluent and process streams, laboratory quality management and benchmarking, and QA/QC procedures. Intimate familiarity with ISO 17025 standard and Canadian Association for Laboratory Accreditation (CALA) requirements.
- Sound written and oral communication skills. Ability to provide clear instructions and translate technical information to language easily understood by a variety of audiences. Ability to write and revise memos, reports, and recommendations.
- Demonstrated ability to establish and maintain effective working relationships with internal and external contacts. Strong ability to tactfully respond to inquiries and complaints and effectively resolve the concerns. Proven ability to work cooperatively with others; ability to deal with disagreements and prevent the escalation of conflict.
- Ability to plan, manage and monitor budgets ensuring the effective and efficient expenditure of allocated funds within the approved budget. Strategic laboratory planning ability and a proven ability to manage contracts with service providers and contractors.
- Demonstrated supervisory skills and abilities including the ability to consistently apply and explain corporate policies and collective agreements. Provides constructive and motivating feedback to staff.
- Ability to use judgment to resolve complex problems with considerable impacts effectively and efficiently. Acts as a resource to staff for advice and guidance on potential approaches and problem situations. Demonstrates persistence in overcoming obstacles.
- Proficiency using Microsoft office programs including Word, Excel, and Outlook. Proficiency using LIMS.
- Valid Class 5 Driver's License for the Province of BC.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

We are committed to diversity, equity and inclusion and being representative of the region we serve. We invite all qualified candidates to apply including Indigenous People, visible minorities, immigrants, LGBTQ2S+, all genders and persons with disabilities.

Metro Vancouver requires all new hires to be fully vaccinated against COVID-19 (subject to any exemptions and accommodations) and provide proof of vaccination upon hire. *Please follow this link <http://www.metrovancouver.org/about/careers/> to our Careers page where you can submit your application by October 4, 2022.*