



Position Title: Superintendent, Watershed Protection

Position Status: Full-Time Regular

Department: Water Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Management / Leadership, Level M2 (\$126,604.70 - \$148,999.50 annually)

Our Water Services Department is seeking a Superintendent, Watershed Protection who will lead over 30 field staff and manage the Watershed Security and Wildfire Protection programs for Water Services.

You are: a proven leader that thrives in a fast-paced and dynamic role. You enjoy and rely on building relationships with both internal and external partners and stakeholders. You possess the ability to respond calmly and swiftly in emergency situations such as wildfires.

The Superintendent, Watershed Protection reports to the Division Manager, Watershed Operations & Protection.

This role:

- Manages the Watershed Security Program for Water Services. Manages and oversees the access and control systems and approval process for entry into the water supply areas and LSCR. In consultation with the Division's management team, develops guidelines and standards and reviews specific project plans for work within the water supply areas.
- Manages the Watershed Wildfire Protection Program for Water Services. Develops and implements plans and processes to minimize wildfire risk throughout the water supply areas and region as needed. Develops wildfire response plans, ensures crew preparedness and works with municipal fire departments, the BC Wildfire Service or other external response agencies as required. Acts as a frontline point of contact with external agencies during wildfire operations. Keeps current with emerging wildfire technology and makes recommendations for enhancements.
- Monitors and controls program spending ensuring the effective and efficient expenditure of allocated funds within the approved budgets. Contributes to budget preparation and planning. Prepares accurate cost estimates and schedules for internal work requests. Proposes strategies to effectively use resources and prepares business cases for improvements, equipment replacements or issues or opportunities outside of budget.

- Maintains the Watershed Emergency Response Plan and coordinates divisional emergency response. Allocates staff and resources for response efforts and ensures corporate communication protocols are followed. Acts as a frontline point of contact with external agencies and member jurisdictions during emergency operations.
- Assess water supply area boundary risks and implements mitigation strategies as required. Works collaboratively with external agencies and environmental interest groups to address conflicts and develop strategies to mitigate impacts and protect the drinking water supply.
- Hires, supervises, directs and develops staff, monitoring performance towards division, department, and corporate objectives. Ensures adherence to corporate policies and collective agreements. Leads, coaches, and mentors staff recognizing the importance of training. Works collaboratively with staff to resolve technical or interpersonal issues they may encounter while doing their work.
- Develops and maintains effective working relationships with municipal partners including Fire Chief's, Emergency Management organizations, Provincial – BC Wildfire Service & Parks and RCMP. Provides support to local Search and Rescue Associations. Ensures agreements and collaborative work are in accordance with regulations, corporate policies and objectives.
- Ensures safe work procedures are integrated in the work routines of staff and conducts safety meetings, inspections and incident investigations. Continuously monitors work practices and incident reports noting and addressing issues as they occur. Prepares written safe work and emergency procedures; oversees initiatives to improve safety.
- As required, represents the Division Manager/Division on working groups or at workshops and conferences addressing matters associated with Watershed Protection and corporate commitments under the Drinking Water Management Plan. Assists the Director and Division Manager with the development of relationships with First Nations and the implementation of nation specific agreements for use of the water supply area lands.
- Participates on the Watershed stand-by Duty Officer rotation to provide emergency response direction and supervision to staff working outside of normal business hours.
- Performs other related duties as required.

To be successful, you have:

- 5 years of recent related experience supplemented by a university degree or diploma in Natural Resource Management, or related field; or an equivalent combination of training and experience.
- Membership or eligibility for membership in a professional natural resource management association is an asset.
- Sound knowledge and technical expertise related to watershed or water supply area management and protection. Demonstrated knowledge of a broad range of environmental and land management related issues including fire management and deterrent strategies. Sound knowledge and skill related to responding to emergencies and coordinating efforts between internal resources and external agencies.
- Ability to manage and monitor budgets ensuring the effective and efficient expenditure of allocated funds within the approved budget. Ability to estimate and monitor costs and manage contracts. Ability to identify cost saving opportunities and coordinate work with various external parties.
- Demonstrated supervisory skills and abilities including the ability to consistently apply and explain corporate policies and collective agreements. Demonstrated ability to lead, motivate, and coordinate the work of others in a team environment. Demonstrated ability to coach and develop staff through positive and constructive feedback.
- Sound knowledge of the occupational hazards, safety precautions and regulations relevant to watershed protection activities of Water Services. Ability to identify, evaluate and address safety considerations and train staff in safe work procedures.

- Demonstrated ability to establish and maintain effective working relationships with internal and external contacts. Demonstrated ability to work cooperatively with others and to effectively deal with disagreements to prevent the escalation of conflict. Skill in dealing openly, tactfully and sensitively in a variety of situations.
- Sound written and oral communication skills including report writing and presentation skills; ability to communicate complex technical information, requirements and implications to diverse audiences. Ability to write and revise memos, reports and recommendations. Ability to effectively respond to, and coordinate communication in an emergency situation such as a wildfire.
- Demonstrated ability to participate and collaborate effectively as a member of the management team on supporting Divisional strategies and the management of complex issues.
- Sound knowledge of common office software applications, including Microsoft Office programs. Experience using or aptitude to learn applications related to Access Control and Video Monitoring.
- Valid BC Class 5 Driver's License.

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.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancover.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by September 19, 2024.