



Shape a place
where people
want to be

Position Title: Supervisor, Sewer & Drainage Field Services (Exempt)

Position Status: Full-Time Regular

Department: Liquid Waste Services

Employee Group: Exempt

Location: South Fraser Works Yard, Surrey, but will include various work sites going forward.

Salary Range/ Wage Rate: Management / Leadership, Level M1 (\$113,977.62 - \$134,055.72 annually)

Our Liquid Waste Services Department is seeking a Supervisor, Sewer & Drainage Field Services, who will oversee the safe day-to-day operations of Metro Vancouver's wastewater collection, including sewer conveyance systems, pump stations, wastewater detention tanks, corrosion control facilities, odour control facilities, as well as flush truck operations. In addition, there may be an oversight of drainage conveyance systems, such as drainage channels, drainage dams and drainage areas, may become part of the role or overseen when needed. Part of our Department's vision includes exploring and implementing opportunities to optimize how we deliver our services. How we manage our Field Services operations is evolving rapidly and if you are an individual who is dynamic, open to and thrives on a changing environment, this role is for you.

You are:

An experienced self-motivated operational leader who thrives on delivering and developing best practices in large scale, complex operating environments. You are proactive in your approach and enjoy the challenge of overseeing a dynamic team to deliver the best level of performance through innovation, optimization, focus and drive. Able to respond effectively in both planned and emergency situations, you provide support, coaching and mentorship and have an ability to engage with your team, other departments and support functions to achieve goals. You synthesize and apply change in a collaborative manner, as well as are adept in measuring and recognizing performance; you are an agile communicator at ease in a large-scale organization.

The Supervisor, Sewer & Drainage Field Services reports to the Superintendent, Sewer & Drainage Field Services.

This role:

- Supervises staff in regular and emergency operations, maintenance and construction, restoration, rehabilitation activities required to ensure reliable performance of wastewater collection, conveyance and drainage systems

and infrastructure. Investigates, identifies, solves, and reports on operational issues relating to performance while minimizing service disruptions.

- Oversees the use of a wide variety of equipment and technologies. Implements procedures and makes amendments and recommendations for improved performance.
- Monitors and controls spending to ensure effective and efficient expenditure of allocated funds within the approved budget. Contributes to budget preparation and planning. Prepares cost estimates, schedules and budgets for internal, external work requests and ensures work is completed within budget. Identifies and proposes strategies to effectively use resources, contractors and prepares business cases for improvements, equipment replacements or issues that are outside budget and scope.
- Oversees asset and operations data management, work planning and scheduling, regulatory and corporate compliance and reporting, and the documentation and optimization of operational data management processes.
- Oversees disability management/return to work and stay at work management processes.
- Performs analysis of operational performance; creates, communicates and makes recommendations on performance metrics to Superintendent and/or Division Manager.
- Works collaboratively with internal and external groups for major improvements projects to existing systems.
- Provides recommendations for habitat restoration projects to re-establish native species and control invasive plants. Troubleshoots methods for attaining objectives while considering regulatory and environmental impacts.
- Participates in the development and implementation of the Integrated Storm Water Management Plan and liaises with member municipalities, external partners such as stream keepers, the general public, WorkSafe BC and other regulatory agencies in development and review of regulated and non-regulated operational plans and work practices.
- Provides input for decisions related to Right of Way Acquisition Program(s) and other system planning needs.
- Arranges for trades assistance, contractors or consultants and the acquisition of rental equipment and materials as required.
- Implements modifications, upgrades and replacements to existing equipment and facilities. Assists in conducting reviews of engineering designs, checking requirements such as sufficient clearance and safe access.. Participates in facility and process start-ups associated with capital maintenance projects and leads staff in complex procedures such as lock-outs and tie-ins. Assists the maintenance division to troubleshoot problems related to system operations.
- Liaises with member municipalities, the general public, WorkSafe BC and other regulatory bodies such as to further the objectives of the area and troubleshoot problems.
- Hires, supervises, directs and develops staff, monitoring performance towards division, department, and corporate objectives; ensures staff adhere to corporate workplace conduct and purchasing policies. Leads, coaches, and develops staff recognizing the importance of technical and safety training. Addresses employee and labour relations issues in a timely and consistent manner. Models the behaviour expected of staff in work area; including collaboration, teamwork and respectful workplace behaviors.
- Ensures safe work procedures are integrated in the work routines of staff and conducts safety meetings and inspections. Continuously monitors work practices in the field noting and addressing recurring issues; prepares written safe work and emergency procedures. Visits job sites or work to assess safety, logistics, vehicle access and environmental concerns. Ensures lock out and confined space entry procedures are implemented as required.

- Works as a team leader, facilitator and consensus builder to coordinate the effective and efficient operation of the systems. Encourages employee involvement through shared decision making and provides constructive and motivating feedback to staff.
- Coordinates the efficient and effective operations and maintenance of Metro Vancouver's wastewater collection and drainage system and related infrastructure. Encourages employee involvement in decision making and provides constructive and motivating feedback to staff.
- Manages assigned system operations response to emergency situations; determines system impacts and authorizes action.
- Performs duties as the exempt standby supervisor on a rotational basis.
- Performs other related duties as required.

To be successful, you have:

- 3 years recent, relevant experience supplemented by a university degree or diploma in a relevant field such as engineering or resource management and certifications in wastewater collections; or an equivalent combination of training and experience.
- Complete understanding and knowledge of the operations, maintenance and construction of wastewater collection and drainage systems, and infrastructure for a large scale municipal or regional service provider such as Metro Vancouver.
- Mechanical and/or civil aptitude and ability to lead staff in the use of a wide variety of equipment and technologies related to wastewater collection and drainage operations, maintenance and construction. Ability to train staff in safe work procedures and work outside in all weather conditions.
- Demonstrated knowledge of natural resources management principles such as habitat restoration.
- Ability to work within established budgetary and financial objectives and possesses sound basic budgeting and accounting skills. Ability to monitor budgets ensuring the effective and efficient expenditure of allocated funds within the approved budget; ability to assist with budget planning and preparation and estimate costs and time required for internal work requests.
- Demonstrated supervisory skills including the ability to understand and consistently apply and explain collective agreements and corporate policies; ability to organize, direct and supervise the work of others in a team environment; skill in training and coaching staff to achieve area goals and objectives.
- Knowledge of occupational hazards, safety precautions and regulations relevant to wastewater collection or water distribution systems operations.
- Ability to use judgment to resolve problems by adapting or applying procedures to address issues and problem situations. Demonstrates persistence in overcoming obstacles.
- Sound written and oral communication skills. Ability to provide clear direction to crews and bystanders in emergency situations; tactfully responds to inquiries and complaints. Ability to write standard business correspondence such as letters and memos and present metrics on operational performance to Superintendent and/or Division Manager.
- Demonstrated ability to establish and maintain effective working relationships with internal and external contacts. Demonstrated initiative and proven ability to work cooperatively with others; ability to effectively deal with disagreements to prevent the escalation of conflict.

- Experience using asset management software to plan and report on work. Experience creating, implementing and optimizing asset management systems and processes for improved operational performance.
- Proficiency using Microsoft office programs, including Word, Excel, and Outlook. Ability to become proficient in the use of financial software to execute budget type reports. Demonstrated ability to use SCADA and GIS software.
- 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.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

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 February 18, 2025.