



Shape a place  
where people  
want to be

**Position Title:** Supervisor, SCADA/CDACS

**Position Status:** Full-Time Regular

**Department:** Water Services

**Employee Group:** Exempt

**Location:** Seymour Capilano Filtration Plant (4400 Lillooet Rd, North Vancouver)

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

**Our Water Services Department is seeking a Supervisor, SCADA/CDACS who will lead an automation team responsible for maintaining control systems within Metro Vancouver's Water Treatment and Transmission Facilities.**

**You are: An Automation and Controls Professional with a proven track record leading automation and controls teams in a plant process or manufacturing environment. You are self-motivated and effective at prioritizing and directing work, applying policies, and implementing plans to achieve organizational goals and objectives.**

**The Supervisor, SCADA/CDACS reports to the Program Manager, Operational Technologies.**

**This role:**

- Supervises the operation, maintenance and enhancement of the Supervisory Control and Data Acquisition (SCADA), Industrial Control (ICS) and Operations Optimization (OO) systems, networks and software used to operate and monitor the region's water transmission, treatment, and wastewater collections systems. Works to optimize service life and reliability of facilities and equipment and provides direction to staff in the implementation, maintenance and operation of these systems.
- Monitors and controls spending ensuring the effective and efficient expenditure of allocated funds. Contributes to budget preparation and planning. Assigns and prioritizes work, prepares work schedules and plans and proposes strategies to effectively use resources. Prepares business cases for issues or opportunities outside of budget requiring immediate attention.
- Ensures automated monitoring systems such as security logs, remote access, network management, anti-virus and historian systems are continuously available. Monitors, analyzes and reports on system performance making prompt decisions for corrective measures as required. Coordinates and oversees corrective and preventative maintenance and improvement projects ensuring adherence to work plans, schedules and budgets.

- Contributes to developing standards, policies and procedures for security and network management, program configuration, Programmable Logic Controller (PLC) and Human-Machine Interface (HMI) logic, graphics, alarm management and data historical records. Continually evaluates SCADA/ICS/OO and network system design, maintenance, project work practices, methods and technologies. Consults relevant parties and initiates changes as required. Manages, maintains and prepares a variety of records and reference materials including asset record sheets, program listings, maintenance logs, trouble reports, training and operation manuals, drawings and software licensing.
- Coordinates with the Program Manager of Operational Technology to procure necessary materials, equipment and support services. Contributes to implementing new facilities and SCADA/CDACS systems projects; coordinates and delivers assigned project work and performs commissioning duties in collaboration with other staff.
- Hires, supervises, directs and develops staff, monitoring performance towards division, department, and corporate objectives; ensures staff adhere to corporate workplace conduct and purchasing policies. Ensures work is completed in accordance with Critical Infrastructure Protection (CIP) security standards, departmental and corporate standards, policies and procedures. Leads, coaches, and develops staff recognizing the importance of technical and safety training.
- Ensures safe work procedures are integrated in the work practices of staff and conducts safety meetings as required. Continually monitors work practices in the field noting and addressing safety issues as they occur. Prepares written safe work procedures and ensures lock out procedures are implemented as required.
- Works as a team leader, facilitator and consensus builder. Encourages employee involvement in decision making and provides constructive and motivating feedback to staff.
- Performs other related duties as required.

**To be successful, you have:**

- 3 years recent, related experience supplemented by a university degree or diploma in a relevant discipline such as electrical engineering (controls option) or engineering technology (automation and instrumentation or engineering instrumentation option); or an equivalent combination of education 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 as a Certified Technologist with Applied Science Technologists and Technicians of BC (ASTTBC).
- Complete understanding and knowledge of relevant maintenance practices including planning and scheduling, equipment reliability assessments and predictive maintenance techniques. Knowledge related to maintaining SCADA systems including PLCs, HMIs and process control systems. Knowledge of PC-based security; configuration and analysis software; relevant computer application software; and various operating systems, network systems and plant networks. Knowledge related to integrating control and business systems.
- Demonstrated knowledge of CIP security standards and the Canadian Electrical Code. Strong electrical/instrumentation/ and controls aptitude including the ability to troubleshoot a variety of issues; demonstrated ability to lead staff in the use of a wide variety of equipment and technologies.
- Ability to work within established budgetary and financial objectives and possesses 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 goals and objectives. Knowledge of occupational hazards, safety precautions and regulations relevant to work. Demonstrated ability to lead and train staff in safe work procedures.
- 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 in urgent situations and make prompt and sound decisions; tactfully responds to inquiries and complaints. Ability to write standard business correspondence such as letters and memos.
- 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.
- Proficiency using Microsoft office programs, including Word, Excel, and Outlook.
- 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](mailto: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 March 6, 2025.*