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Position Title: Division Manager, Wastewater Treatment Plant (WWTP) Technical Services

Position Status: Full-Time Regular

Department: Liquid Waste Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Management / Leadership, Level 4A (\$161,794.85- \$190,355.78 annually)

Our Liquid Waste Services Department is seeking a Division Manager, WWTP Technical Services, who will oversee the technical operations of five regional wastewater treatment plants (WWTPs). In this leadership role, you will manage key functions including operational engineering, process treatment, major capital project support, and process safety engineering. Your responsibilities will include ensuring efficient, sustainable, and compliant operations, driving continuous improvements, and integrating new technologies. You will also provide technical leadership for major capital projects, oversee the commissioning and integration of new systems, and ensure process safety across all plants. Additionally, you will act as a liaison between the WWTPs and regulatory agencies, ensuring compliance with environmental standards and leading emergency response efforts. As the Division Manager, you will collaborate with senior management, municipal partners, and regulatory bodies while providing strategic advice and fostering a culture of safety, innovation, and professional growth within the division.

You have a Bachelor's degree in Mechanical, Chemical, Environmental Engineering, or a related field, a Professional Engineer (Eng) designation would be an asset, and at least 10 years of experience in wastewater treatment, with expertise in process engineering, plant operations, and safety management. Proven leadership in managing capital projects, regulatory compliance, and cross-functional teams is essential, along with strong communication and project management skills.

If you are ready to lead wastewater treatment operations and contribute to the sustainability and success of the plants, we encourage you to apply.

The Division Manager, WWTP Technical Services reports to the Director, Wastewater Treatment & Residuals Management, Operations & Maintenance.

This role:

- Leads division responsible for the technical operations of Metro Vancouver's five wastewater treatment plants (WWTPs). Oversees operational engineering activities, to optimize plant efficiency, environmental sustainability and

cost-effectiveness while ensuring high performance, compliance with evolving regulations, and adapting to technological advancements.

- Leads the design and commissioning of major capital projects, ensuring systems align with operational needs, regulatory standards and performance targets.
- Accountable for the Division's budget preparation and reporting and ensures the appropriate allocation of resources within the approved budget. Monitors and controls spending ensuring the effective and efficient expenditure of allocated funds. Contributes to the preparation of long range financial plans; develops and implements strategic initiatives; and guides staff on cost control.
- Leads process safety initiatives and cultivates a safety-first culture across all plants. Ensures compliance with regulatory and industry safety standards, conducts risk assessments, and implements preventive measures to protect plant personnel, the community, and the environment.
- Liaises between wastewater treatment plants and regulatory agencies, ensuring all operations comply with environmental and safety regulations. Leads emergency response efforts and manages non-compliance incidents; consults with regulatory agencies, member municipalities and legal counsel and is accountable for managing follow up on regulatory investigations and remedial measures.
- Hires, supervises, directs and motivates staff and monitors performance towards division, department and corporate objectives. Ensures staff adhere to corporate and board policies and work within existing policies and procedures. Develops new systems and procedures for divisional activities.
- Leads, coaches, mentors and develops 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.
- Leads the implementation of strategic initiatives and ensures the division's activities are consistent with the organization's values and goals. Provides leadership to address various emergency situations; coordinates staff and makes decisions about how to best move forward. Liaises with other divisions, departments and external parties such as Environment Canada, the Ministry of Environment, municipalities, the media and the public on various issues affecting the division's work.
- Provides advice and guidance on approach and problem situations to others within Metro Vancouver and on behalf of the organization to contacts external to the organization; represents the organization to the media, elected officials, and the public as required.
- Performs other related duties as required.

To be successful, you have:

- University degree in engineering or other relevant field and 10 years of recent, related progressive experience; or an equivalent combination of training and experience.
- Formal professional or technical designation in appropriate area of expertise.
- Extensive technical expertise related to operational engineering, process optimization and safety considerations for WWTP facilities such as Metro Vancouver's. Superior understanding of the regulatory requirements affecting the operation of Metro Vancouver's WWTP infrastructure such as Provincial and Federal effluent discharge requirements. Demonstrated ability to provide leadership for addressing and resolving unusual operating conditions and emergencies.
- Excellent budgeting and financial management skills. Demonstrated ability to manage and monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds. Excellent contract administration and project management skills including the ability to resolve complex issues.

- Excellent written and oral communication skills including sound report writing and presentation skills. Persuasively communicates complex information to diverse audiences and upholds the reputation of the organization in communications with external agencies, the media, elected officials, and the public.
- Ability to build and maintain respectful working relationships; skill in dealing openly and tactfully in a variety of situations. Proven ability to use judgment to resolve complex challenges; flexible and able to develop and revise strategies to address problems and changing circumstances. Demonstrates persistence in overcoming obstacles and considers the diverse and long term implications of decisions beyond the work at hand.
- Contributes to the team with constructive ideas and experiences; effectively deals with disagreements to prevent escalation of conflict; seeks to include team members in decisions that will impact them. Ability to make complex and sometimes controversial decisions and effectively administer work through unforeseen conditions. Strong organizational and time management skills.
- Ability to lead, supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports and provide leadership to a number of 'support but does not report' working relationships. Sound understanding of and ability to apply labour and employee relations principles and practices including applicable collective agreements.
- Proficiency using Microsoft Office programs including Word, Excel, Outlook and Project.
- 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 March 7, 2025.