

## **Lead Hand - Utility Operations Training Opportunity (Permanent, Full-Time) - 1599**

### **Close Date:**

Open Until Filled.

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

*Let's make Kamloops shine! Join our team today.*

### **Position Overview**

The Lead Hand - Utility Operations position is a working Lead Hand role focused on overseeing the City's water distribution, wastewater collection, and stormwater pumping systems. It involves managing daily operations, including scheduling, monitoring systems, and handling equipment and inventory. The Lead Hand also ensures compliance with safety standards and acts as a liaison between the team and the public or contractors. If being at the forefront of Kamloops' vital utility infrastructure excites you, apply to today!

The successful applicant must have the following qualifications:

1. Completion of senior secondary school or its equivalent.
2. Completion of the BC EOCP Level III Certificate in Water Distribution Systems\*
3. Completion of the BC EOCP Level III Certificate in Wastewater Collection Systems\*
4. Ability to obtain BC EOCP Level IV Certificate in Wastewater Collection Systems and Water Distribution Systems within three years. Candidates will be required to submit a written plan as part of the recruitment process, indicating how they plan to obtain the required Level IV Certifications within three years.
5. Minimum five years' previous experience operating in a level III or higher water distribution system and level III or higher wastewater collection system.
6. Minimum six months' recent supervisory experience with demonstrated leadership qualities.
7. Proficient in Basic Word and Basic Excel, as demonstrated through testing. (70% pass rate required)
8. Valid Class 5 BC Driver's Licence.

***\*All requirements must comply with the Operator Certification Program Guidelines as laid out by the Environmental Operators Certification Program (EOCP)***

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. A comprehensive benefits package is included with this position. This is a CUPE 900 local position.

This job posting will be open until filled. The posting may close anytime after April 24, 2025 if qualified candidates are found.

For further information on the Lead Hand – Utility Operations position, please see the attached job description for the fully qualified position and for further information on the details around the training opportunity please see the attached terms and conditions.

Please note, this position is posted alongside the Lead Hand – Utility Operations and our preference will be to hire a fully qualified Lead Hand – Utility Operations, however, if there are no qualified applicants, we may hire a from this training opportunity.

Awarding of Training Opportunity:

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of three training opportunities within the Department.

On-the-Job Experience and Training:

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Lead Hand – Utility Operations. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position but will be a maximum of three years.

Pay Rate:

The successful applicant for this training opportunity will receive the pay rate of Pay Grade 13 (outside), \$43.049 per hour to start. After successful completion of the BC EOCP Level IV Certificate in Wastewater Collection Systems and Level IV Certificate in Water Distribution Systems, the Training Opportunity will be complete and the incumbent will move to a Pay Grade 13\* (outside), \$45.202, as a fully qualified Lead Hand – Utility Operations.

Time Commitment to the Position:

The successful candidate will be required to remain in the Lead Hand – Utility Operations position for a minimum of the amount of time it took the candidate to become fully qualified.

Probationary Period:

The probationary period for this position will be a maximum of 6 months.

**Hourly Rate**

\$41.393

**Hours & Days of Work**

8 hours, 7:00 am – 3:00 pm

**Hours per Week**

40

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email [hr@kamloops.ca](mailto:hr@kamloops.ca) or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at [kamloops.ca/careers](http://kamloops.ca/careers).

## Training Opportunity Terms & Conditions

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The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item and date and sign at the bottom.

### 1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES

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The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that he/she is completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

### 2. TRAINING TERMS

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Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

### 3. ACCESS TO TRAINING

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Employees will be allowed to access a maximum of two of the training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

### 4. EMPLOYEE COMMITMENTS

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- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

*OUR CORPORATE MISSION IS . . . to provide the best possible services to our citizens that reflect the will of Council and provide a balance of benefits to the community.*

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through his/her own actions will not be allowed access to any other training types in the future.

## **5. SENIORITY FOR TRAINEES**

New employees hired for a training position will not obtain seniority during the training term. If confirmed in the position, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

## **6. LAYOFF AND RECALL FOR TRAINEES**

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

## **7. TRAINEE PROBATIONARY PERIODS**

The probationary period for externally hired employees will be equivalent to the training term. As per Article 10(d), the employment of these employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

Employees with seniority who do not fulfill the commitments of a training posting or who are deemed unsuccessful after passing probation will forfeit the right to return to his/her former position but will be allowed to use his/her seniority for one year to bid on another position.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

## **8. OVERTIME CALL OUT**

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date