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Water Treatment Plant Foreman

Posted 14-Aug-2025 (PST) | Water Treatment Plant | \$ 44.77-49.38 per hour | Hourly | Full-time Permanent | CUPE | Attractive benefits, vacation and pension package

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Penticton is a vibrant, innovative, healthy waterfront city focused on sustainability, community, and economic opportunity. At the City of Penticton, our goal is to serve our residents, businesses, and visitors through good governance, partnership and the delivery of effective and community-focused services.

The City of Penticton's **Water Treatment Plant** is in search of a highly motivated and energetic individual for the full-time permanent position of **Water Treatment Plant Foreman**. The City of Penticton's Water Treatment Division is a subsidiary of the Utilities Department and is responsible for the operation of the water treatment plant, water booster stations and water reservoirs.

Under the general direction of the Water Treatment Plant Supervisor, the **Water Treatment Plant Foreman** is involved in making process decisions to optimize performance and planning for operational and emergency maintenance duties to maintain water quality that meets or exceeds all compliance criteria outlined in the City's Permit and Provincial and/or Canadian Drinking Water Legislation.

Key Responsibilities:

- Directs the overall process of the Water Treatment and Water Supply System.
- Trains, directs and supervises WTP Operators in operation, procedures and safe work practices in day-to-day tasks and use of tools. Ensures employees comply with procedures in a safe and efficient manner.
- Provides technical guidance, leadership, motivation, coaching, instruction and direction to WTP Operators. In support of the Supervisor, reviews problems, Operator performance, and coordinates staff training.
- Works with external contractors; oversees safety related issues (contractor orientation, PPE, evacuation procedures etc.) and identifies training as required.
- Oversees new or replacement equipment installation projects.
- Researches and purchases new and replacement parts and equipment
- Monitors the water distribution SCADA system through observation of gauges, meters, and control panels to establish accurate system demand requirements and adjusts plant production rates accordingly, maintaining control of flow, chemical feed rates, processing of water, residuals, and finished water effluent.
- Reviews the operation of treatment plant and water supply equipment such chemical feed systems, dissolved air floatation, media filters, residual handling, water reservoirs and booster stations.
- Investigates system alarms on callouts as required and makes repairs or adjustments.
- Recommends adjustments to process chemicals as required.
- Compiles data, prepares and reviews electronic reports, and completes logs detailing plant operation, ensuring accurate completion of operational, maintenance, lab, and other records necessary to ensure all approval and minimum plant process requirements are met.
- Coordinate work schedules and plans with internal and external trades and contractors.
- Assists maintenance staff when required, performs routine maintenance and preventative maintenance as assigned, and ensures plant cleanliness and proper lockout procedures.
- Arranges and coordinates plant shutdowns, start-ups, and process changes.
- Makes recommendations on technical matters with Water Treatment Plant Supervisor and Operators to optimize treatment efficiency and water quality standards.
- Conducts tours of the Water Treatment Plant as required.
- Participates in budget process, research details for capital projects and participates in design reviews for Engineering projects.
- Acts as the Water Treatment Plant Supervisor in their absence, as requested.

Required Knowledge, Abilities & Skills:

- Ability to plan, check, organize, supervise and lead others in the performance of highly skilled water treatment tasks under limited supervision.
- Ability to perform multiple tasks, establish priorities, and respond calmly and efficiently in an emergency situation.
- Ability to express ideas clearly and effectively both orally and in writing and execute both oral and written instructions.
- Ability to take, interpret, and record readings of meters and gauges and to initiate appropriate procedures in response to equipment and plant malfunctions.
- Ability to compile necessary operations and administrative reports, certification documents and plant production statistics etc.
- Ability to use a variety of computer software applications, including process control, data acquisition, report and record keeping.
- Necessary knowledge of the operation, preventative maintenance, lubrications procedures and all related equipment, tools and methods used in a Water Treatment Plant and water supply systems.
- Necessary knowledge of standard laboratory tests and analysis procedures for water testing and plant operations and the ability to perform laboratory tests to optimize water quality and plant performance.
- Necessary knowledge of occupational hazards, safety and health precautions, and first aid techniques.
- Ability to, at times, be on standby and work after hours/on weekends.

Required Qualifications:

- Completion of Senior Secondary School or its equivalent.
- Completion of a post-secondary diploma or certificate in a Water Engineering Technology program.
- Completion of Level IV EOCP Water Treatment Certificate along with a minimum of two years supervisory experience.
- Minimum of 3 years previous relevant experience in a level IV water treatment plant.
- Minimum two year's previous demonstrated experience working at an intermediate level of proficiency with SCADA and Microsoft Office based computer applications, including Word, Excel and Teams.
- Minimum Class 5 driver's license required.

If no applications are received from fully qualified candidates, a candidate possessing some of the qualifications may be considered for a development opportunity position. The wage rate for a development opportunity may vary from the posted rate.

At the City of Penticton, we recognize that great talent and great ideas come from a variety of backgrounds. Tapping into the diversity of our community makes us all stronger and allows us to serve Penticton even better.

That's why we welcome all applicants to consider joining our team. We encourage Indigenous persons, people of colour, all genders and expressions, 2SLGBT2QIA+, persons living with disabilities, and others who reflect our ever-changing workplace to apply.

So, if your experience is close to what we're looking for, we would love a chance to talk about working with you. The posting will remain open for a minimum of seven (7) days to ensure consideration of internal applicants and may remain open until **September 2, 2025**; however, it is subject to closing earlier should a suitable candidate be selected within that timeframe.

Position type:	Full-time Permanent (40 hours per week)
Wage:	\$44.77 - \$49.38 per hour (Pay Grade 17, CUPE)
Benefits:	Attractive benefits, vacation and pension package
Note:	At times, this position will be required to be on standby and work after hours/weekends
Competition #:	25-106