



**Position Title:** Superintendent, Lions Gate Wastewater Treatment Plant

**Position Status:** Full-Time Regular

**Department:** Liquid Waste Services

**Employee Group:** Exempt

**Location:** Lions Gate Wastewater Treatment Plant, North Vancouver

**Salary Range/ Wage Rate:** Management / Leadership, Level M3A (\$145,680.98 - \$171,394.29 annually)

**To apply for this opportunity, please email your resume, cover letter, and total remuneration expectations to:**

**Allan Welyk**

**President & Director**

**ELEVATE Search Group**

**Email:** [allan@elevatesearchgroup.com](mailto:allan@elevatesearchgroup.com)

**Web:** [www.elevatesearchgroup.com](http://www.elevatesearchgroup.com)

Our Liquid Waste Services Department is seeking a Superintendent, Lions Gate Wastewater Treatment Plant who will effectively and responsibly lead a team of trained and experienced staff to ensure safe and reliable operation and maintenance of the wastewater treatment plant (WWTP). The Lions Gate WWTP provides primary treatment for over 216,000 residents of the District of West Vancouver, the city of North Vancouver and the District of North Vancouver.

**You are:** An effective communicator and leader with strong technical training and experience in a Plant environment working with wastewater treatment processes, meeting regulatory requirements. You are well versed in performance management practices, embrace innovation and continuous improvement, while also being fiscally responsible and minimizing risk to the operation.

The Superintendent, Lions Gate Wastewater Treatment Plant reports to the Division Manager, Wastewater Treatment Plant.

**This role:**

- Manages the operations of the Lions Gate Wastewater Treatment Plant (WWTP). Leads and coordinates treatment operations, maintenance and quality control activities, and ensures regulatory and other performance criteria are met.

- Accountable for budget preparation, reporting and resource allocations; monitors and controls spending ensuring the effective and efficient expenditure of allocated funds. Works closely with the Division Manager and operations, maintenance, quality control, laboratory and engineering staff to determine overall priorities and establish work plans; contributes to the preparation of long range strategic and financial plans of the division.
- Monitors plant performance and communicates results internally and externally as required. Develops and implements plans to optimize operations, improve performance and address deficiencies. Ensures changes are appropriately communicated and consistently implemented. Encourages and implements new and innovative ideas for improving plant performance and keeps current on industry best practices.
- Addresses problems and emergency situations and ensures ongoing compliance with the Plant's regulatory requirements. Makes decisions related to emergency and preventative maintenance work for critical equipment and notifies the Division Manager and appropriate regulatory agencies as required. Analyzes historical data and consults process experts to complete necessary work.
- Supports the operations supervisory staff in scheduling and prioritizing maintenance work. Evaluates and approves recommendations consulting the Division Manager on complex operational situations as required.
- Liaises with regulatory agencies and member municipalities on permit and operating issues. Reviews and evaluates reports and recommendations and makes decisions to remedy issues. Works closely with counterparts in other divisions to plan and implement facility improvements and capital projects. Contributes to infrastructure plans and ensures operational interests are appropriately integrated.
- Hires, supervises, directs and develops staff monitoring performance in accordance with goals and objectives. Ensures adherence to corporate policies and collective agreements. Leads, coaches and mentors 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.
- Works collaboratively with staff to resolve technical or interpersonal issues encountered while doing their work; monitors work assignments ensuring they are adequately staffed and funded. Facilitates information sharing to transfer knowledge and experience and increase the efficiency and effectiveness of the team.
- Ensures staff and contractors perform their work in accordance with corporate and WorkSafe BC regulations. Ensures safe work procedures are integrated in the plant's operations. Is responsible for responding to emergencies and major incidents. Guides operating staff in response efforts and provides timely notifications regarding OC non-compliance to the Division Manager.
- Works cooperatively with the Division Manager and other senior staff to develop, prioritize and approve annual and long term budgets and strategic plans. Works collaboratively to achieve business plan goals and assess the effectiveness of the Plant's activities on an ongoing basis.
- Performs other related duties as required.

**To be successful, you have:**

- 7 years of recent, related experience supplemented by a university degree in engineering or technical field related to wastewater treatment; or an equivalent combination of training and experience.
- Relevant professional or technical designation is an asset.
- British Columbia EOCP Class IV WWTP Operators certification or equivalent Provincial Certification.

- Considerable technical expertise in WWTP operations including knowledge of the mechanical, electrical, instrumentation and automation and systems used in wastewater treatment plants. Considerable knowledge of wastewater treatment operating best practices and performance indicators. Demonstrated ability to trouble shoot complex performance issues and provide guidance to operating staff.
- Considerable knowledge of the relevant regulatory considerations such as Provincial and Federal effluent discharge requirements and other matters affecting regulatory compliance.
- Sound budgeting and financial management skills. Ability to monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds.
- Excellent written and oral communication skills including well developed report writing and presentation skills; ability to communicate complex technical requirements and implications to diverse audiences.
- Demonstrated ability to build and maintain effective working relationships. Skill in dealing openly, tactfully and sensitively in a variety of situations and responds effectively to emotional triggers in self and others.
- Proven ability to use judgment to analyze and resolve complex problems with diverse implications; ability to develop new procedures and plans to address problems and improve efficiencies considering the long-term implications of decisions and actions. Innovative thinker with the ability to influence and persuade others and build trust and common understanding required to implement change.
- Ability to manage a complex portfolio of work while establishing ambitious and challenging goals; demonstrates persistence in overcoming obstacles.
- Sound ability to supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports.
- 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](#).

*This position will remain open until filled.*