

Lead Hand - Utility Operations Response - Training Opportunity (Permanent, Full-Time) - 1789

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

Are you ready to take the lead and make a tangible difference in your city? As the Lead Hand – Utility Operations Response – Training Opportunity, you'll play a pivotal role in maintaining and protecting essential infrastructure — from water distribution to wastewater and stormwater systems that keep the community moving.

In this dynamic leadership role, you'll work alongside the Crew Leader – Utility Operations and the Utility Services Supervisor – Operations, guiding a team of skilled operators through both routine tasks and high-pressure situations. Whether coordinating emergency responses or ensuring day-to-day system reliability, you'll be hands-on in the field where it counts most.

This is a role that calls for technical expertise, steady leadership, and the ability to perform under pressure. You'll be solving real-time problems, navigating challenging conditions, and leading teams through complex operational work — all while playing a vital role in delivering safe, reliable utility services to the public.

The successful candidate, must have the following qualifications:

1. Completion of senior secondary school or its equivalent.
2. Completion of the BC EOCP Level I Certificate in Water Distribution Systems*
3. Ability to complete BC EOCP Level II Certificate in Water Distribution Systems* within one year.
4. Completion of the BC EOCP Level I Certificate in Wastewater Collection Systems*
5. Ability to complete BC EOCP Level II Certificate in Wastewater Collection Systems* within one year.
6. Minimum five years' previous experience in water distribution or wastewater collection.
7. Ability to obtain three (3) months' recent related supervisory experience, with demonstrated leadership qualities.
8. Proficient in Basic Word and Basic Excel, as demonstrated through testing.(70% pass rate required)
9. Valid Class 5 BC Driver's Licence.
10. Ability to obtain BCMSA Utility Locator Specialist within three (3) months.

*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 local 900 position. Note that more than one may be hired.

*Please note that this is a new job description and the pay grade is subject to agreement between the Employer and the Union.

Please note this position is posted along side the fully qualified Lead Hand – Utility Operations Response (Permanent, Full-Time) - 1788 position. Our preference is to hire a fully qualified candidate, however if no candidates are deemed fully qualified we may hire from this training opportunity.

For further information on the Lead Hand – Utility Operations Response 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.

This position will remain open until filled. This posting may close anytime after November 12th, 2025 if a qualified candidate is found.

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 Response. 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 one year.

Pay Rate:

The successful applicant for this training opportunity will receive the pay rate of Pay Grade 12 (Outside), \$40.316 per hour to start. After successfully completing a BC EOCP Level II Certificate in either Wastewater Collection Systems* or Wastewater Collection Systems* and gaining three (3) months of supervisory experience, the candidate will move to a Pay Grade 12* (outside). Once the candidate has successfully completed the second Level II ECOP qualification, the candidate will move to a fully qualified Lead Hand – Utility Operations Response at Pay Grade 13 (outside).

Time Commitment to the Position:

The successful candidate will be required to remain in the 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 6 months.

Hourly Rate

40.316

Hours & Days of Work

2 days, 2 nights, 4 days off 7:00 a.m. - 7:00 p.m. and 7:00 p.m. - 7:00 a.m.

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 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.

Training Opportunity Terms & Conditions

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, date and sign at the bottom.

1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES

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 they are 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

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

Employees will be allowed to access a maximum of three 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

- 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.

- 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 their 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 their probation period. If a trainee passes their probation period, 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 employees in training opportunities will be six (6) months. As per Article 10(i), for existing employees, the trainee will be returned to their former position if they fail their probation. As per Article 10(d)(iii), the employment of externally hired 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.

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.

Employees with seniority, who have passed their probation period but do not fulfill the commitments of a training posting will forfeit the right to return to their former position but will be placed on an unpaid leave of absence and allowed to use their seniority for one year to bid on another position in the organization.

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