Job Title: Operational Technology Specialist (Full-Time)

Competition Number: INF-150-25	**Department:** Infrastructure & Operations
Posting Category: Open	**Division:** Engineering
Job Type: Full-Time	**Affiliation:** Managerial
	Location: CA-ON-Thunder Bay
Min: CAD $89,958.96/Yr.	**Max:** CAD $105,834.07/Yr.
Pay Band: 9 (Interim)	**Number of Positions:** 1
Effective Date: November 20, 2025	**Supersedes Date:** NEW
Posted Date: December 20, 2025	**Post End Date:** January 18, 2026

Lead with purpose. Collaborate with teams. Make meaningful impact.

At the City of Thunder Bay, **Our City Runs on People Like You**. Together, we're building a workplace where everyone belongs, where your work directly enhances lives and strengthens our community. The community values a high quality of life and promotes a clean, green, beautiful and healthy environment that provides economic opportunity, respects diversity and provides affordable and safe neighborhoods that are accessible to all.

The City is committed to driving digital transformation across its services. This is where your expertise delivers purpose driven work that makes a lasting impact. We invest in your future through comprehensive benefits, learning opportunities and work-life balance. You'll also enjoy life in a city known for its natural beauty, affordability, and strong sense of community.

Join us and discover how, as **Operation Technology Specialist,** you will be a part of a work environment that supports respectful interactions, and a culture that promotes well-being and collaboration.

Where You'll Make a Difference Every Day
As the **Operation Technology Specialist,** you'll liaise, lead, co-ordinate and supervise the implementation and maintenance of operational technology specific to the Infrastructure and Operations Department (INOPS) within established Corporate IT (CIT) policies, procedures and standards.

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You'll co-ordinate operational technology and building automation systems (OT/BAS) for divisional leaders and provide support for the Department's operational technology (OT) needs and any informational technology (IT) components that are directly tied to the SCADA networks and the Eye on the Street system.

Whether you live in Thunder Bay, are looking to return, or are excited to make the City your new home, join a team where your skills, expertise, and presence make a real impact on the community.

Click the link to learn more about our Digital Strategy

How You'll Support the Team

In this role, you will:

- Manage projects related to the Department's operational technology, as determined through pre-project review with CIT management, create and track schedule and budget, manage procurement and change orders, and mitigate impacts to operations.
- Liaise with divisional leaders, and third-party vendors, to plan, create, execute, and manage a comprehensive maintenance strategy for the Department's operational technology systems and IT networks specific to SCADA networks and Eye on the Street system.
- Develop, oversee and troubleshoot interfaces between external technology systems/resources and the Department's OT/BAS resources.
- Develop roadmaps for key operational technology assets and application programs including system upgrades, migrations, and retirement, participates in the decision-making process to purchase third-party solutions, prepare documents for new technology projects for corporate review, and participates in technology procurement assessments.
- Work with Division leadership to coordinate cyber security risk management program activities provided by third party IT/OT contractors for Department operational technology systems. Report findings, recommendations and remediation information to division management and CIT for review and feedback.
- Act as the subject matter expert/power user for the department for existing and new IT implementations, create business process flows, test software and applications, provide training, maintain systems knowledge and understanding, maintain knowledge and understanding of the Department's GIS use and technology use in business processes.
- Coordinate the development of applications with CIT for the City of Thunder Bay's Drinking Water & Wastewater Management Systems and ensures that the applications are in compliance with Safe Drinking Water Act (SDWA) as specified by Environment Division – Water Authority.

- Provides support to ensure data, documentation, and reporting systems, including continuous monitoring devices of SCADA utilized at water treatment, wastewater and distribution facilities are in accordance with the Quality Management System.

What You Can Count On With Us

We're proud to offer a workplace where your well-being, growth, and sense of purpose come first:

- A competitive salary that reflects your expertise
- A matching pension plan to help you build long-term financial security
- Comprehensive health, vision, and dental coverage, plus life insurance for peace of mind
- Generous paid vacation and holidays, with the option to purchase additional leave days when you need more time off
- Access to a confidential Employee and Family Assistance Program (EFAP) and wellness initiatives to support your overall health
- Leadership development and tuition reimbursement programs, so you can continue to grow your skills and career
- A culture of recognition and appreciation, with staff events and programs that celebrate your contributions
- The opportunity to lead a dedicated and talented team, who are highly respected within the Corporation

What You'll Bring to the Role

Here's what will help you succeed as an [Operation Technology Specialist](#):

- Degree in computer sciences, software engineering, or a related field, and three years' experience coordinating and maintaining information technology, or
- Diploma in information technology or a related field, and five years' experience coordinating and maintaining information technology
- Three years' experience working with operational technology and industrial control systems
- Experience implementing and testing cyber security measures
- Knowledge of applicable legislation and related regulations
- Ability to understand analytical methods, sampling, and data interpretation
- Proficient with computer equipment and networks, operational technology equipment and software including PLCs, SCADA, and BAS

For a detailed job description click [here](#)

Belonging, Inclusion, and Your Privacy
The City of Thunder Bay is proud to be an equal opportunity employer. We encourage applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women, and members of the 2SLGBTQ+ community. We are committed to a recruitment process and work environment that is inclusive and barrier-free.

If you need an accommodation during any part of the recruitment process, let us know — we will work with you to meet your needs.

For privacy and fairness, please do not include photos, ID cards, driver's licences, or police record checks with your application. These documents will only be requested if you're successful.

General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866