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Position Title: Senior Engineer (Electrical, Controls, and Automation)

Position Status: Full-Time Regular

Department: Water Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Professional / Technical, Level P4B (\$138,719.13 - \$163,194.52 annually) (2024 wage rates)

Our Water Services Department is seeking a Senior Engineer who will be responsible for leading a team providing controls and automation programming, technical support, electrical and instrumentation design, project management, construction management and commissioning for Water facilities.

You are: A well rounded Electrical, Controls & Automation Professional Engineer with solid technical design and extensive commissioning experience with industrial process facilities as a programmer and commissioning lead. You have a proven track record in creating, commissioning and testing control systems and automation projects as well as an electrical project discipline lead in the design and management of electrical and instrumentation projects.

The Senior Engineer reports to the Division Manager, Engineering, WS, Engineering, Design & Construction.

This role:

- Works as a technical/specialist resource and leads a technical team responsible for complex and varied electrical, instrumentation and controls (EIC) engineering, project management and PLC and HMI controls work including testing and commissioning for water transmission and treatment facilities. Primary responsibilities focus on leading, managing and review and approval of work for the team in completion of control and automation related programming projects and support activities, with secondary responsibilities covering leading and managing the team in EIC design and management of small to medium scale projects. Applies principles and practices of profession to ensure results are achieved. May lead or participate in project and PLC controls work as required.
- Oversees the support and planning for existing PLC automation and control systems and determines migration and upgrade requirements for both the short and the long term. Peer reviews the work of colleagues and provides guidance to consulting engineers and technical staff. Acts as a resource to staff members for advice and guidance on potential approaches and problem situations. May be a resource for presentations and questions to the Metro Vancouver board, committees and municipal councils.

- Responsible for budget administration, preparation and reporting. Monitors and controls spending ensuring the effective and efficient expenditure of allocated funds. Contributes to the preparation of long range financial plans and provides input to strategic initiatives.
- Provides interpretation and guidance on technical issues, corporate policies, and project management. Ensures work is undertaken in conformance with corporate standards and policies and acts as technical resource to staff throughout the organization in area of specialty. Makes independent decisions and recommendations within broad policies and mandates. Uses judgment and ingenuity to devise practical and economical solutions to problems.
- Develops or provides input to technical standards, policies and procedures in accordance with corporate objectives. Considers all relevant information such as applicable design codes, specifications and previous experience.
- Makes decisions and/or recommendations on hiring engineering and technical consultants based on workload, costing, scheduling, expertise, and other factors. Oversees work carried out by multi-disciplinary consultants and contractors, including reviewing and providing direction on design, construction and claims. Ensures work is undertaken in conformance with corporate standards and policies, and meets the requirements of the project.
- Prepares and reviews project designs, technical reports and contract specifications for consulting services, equipment and construction. Acts as Metro Vancouver's appointed representative in assigned matters of project and contract obligations including project initiatives, site inspections, and determination of regulatory requirements. May be required to negotiate significant technical or financial interest on behalf of Metro Vancouver.
- Prepares and reviews a range of written materials including reports, recommendations, technical memoranda and technical specifications. May deliver presentations for various audiences including the public as required.
- Monitors performance towards division, department and corporate objectives and ensures staff adhere to workplace conduct and purchasing policies.
- Works collaboratively with staff to resolve complex technical, design, operational, or relational issues staff encounter while doing their work. Facilitates information sharing among staff to transfer knowledge and experience and increase the efficiency and effectiveness of the team.
- Establishes effective working relationships with various outside agencies as well as other internal departments. Works collaboratively with departmental staff to deliver on strategic initiatives.
- May work as a technical/specialist resource, collaborating with senior engineers, management and/or government officials in the development of regulatory or government policy initiatives which affect Metro Vancouver.
- Upholds Metro Vancouver's reputation through positive and forthright dealings with other organizations and members of the public. Understands the organizational culture and the processes/mechanisms necessary to attain work objectives. May provide advice, recommendations and follow up to the Metro Vancouver board, committees and municipal councils.
- Performs other related duties as required.

To be successful, you have:

- Bachelor of Applied Science Degree in a relevant Engineering discipline (Electrical or equivalent). 8-10 years of recent related experience following professional registration in industrial automation and control systems covering design, programming, configuration and commissioning, including specific experience with Allen Bradley PLCs (ControlLogix, SLC, etc.) and Human Machine Interfaces (FactoryTalk View ME and SE); or an equivalent combination of training and experience. Relevant engineering, project management and supervisory experience. Experience in hydraulic and HVAC systems, although not required, would be beneficial. Experience in power and protection systems would be an asset.
- Membership or eligibility for immediate membership as a registered Professional Engineer (P.Eng.) with the Engineers and Geoscientists of British Columbia (EGBC).
- Well rounded and proven experience as an electrical engineer generalist in the design and construction of industrial process facilities. Extensive technical expertise and understanding of electrical, instrumentation and control system engineering principles and applications such as electrical distribution systems and equipment; grounding; lighting and cable tray systems; variable speed drives; standby generators; instrumentation; and automation systems. Ability to interpret, apply and advise others on engineering and related guidelines such as technical manuals, codes and regulations, contracting policies, safety regulations and corporate and board policies. Ability to adapt or adjust guidelines and procedures for unique or problem situations. Sound knowledge of the Canadian Electrical Code.
- Superior written and oral communication skills including sound report writing and presentation skills. Ability to communicate complex information and implications to diverse audiences. Ability to explain difficult concepts and persuade others to adopt a point of view or way of doing things.
- Strong interpersonal skills and ability to build and maintain effective working relationships. Skill in dealing openly, tactfully and sensitively in a variety of situations. Ability to effectively lead project work and multidisciplinary teams. Deals effectively with disagreements and prevents the escalation of conflict.
- Proven ability to use judgment to resolve complex problems, take initiative and work with minimal supervision; seeks solutions in congruence with the organization's objectives and values. Ability to develop and revise procedures and plans to address problems and changing circumstances. Works cooperatively to resolve differences of opinion.
- Proven contract administration and project management skills and excellent attention to detail including troubleshooting and resolving complex contractual issues. Demonstrated ability to organize and prioritize a complex series of project components for large complex projects to meet multiple time based deliverables requiring a high level of detail and accuracy. Ability to resolve problems within established guidelines and procedures; ability to use judgment to determine which methods are applicable in any given situation.
- Ability to manage a complex portfolio of work while establishing ambitious and challenging goals; demonstrates persistence in overcoming obstacles. Responds to changing priorities due to internal or external pressures resulting in revised schedules and a reallocation of resources.
- 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 Rockwell programming software, including Studio 5000, RSLogix500 and FactoryTalk View (both ME and SE), as well as Microsoft Office programs, including Word, Excel, Outlook, and Project. Knowledge of power system software (EasyPower) will be beneficial.

- 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@metrovancouver.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancouver.org/about-us/careers> to our Careers page where you can submit your application by February 20, 2026.