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want to be

**Position Title:** Supervisor, Water Treatment Operations

**Position Status:** Full-Time Regular

**Department:** Water Services

**Employee Group:** Exempt

**Location:** Seymour Capilano Filtration Plant, North Vancouver

**Salary Range/ Wage Rate:** Management / Leadership, Level M2 (\$126,604.70 - \$148,999.50 annually) (2024 wage rates)

**Our Water Services Department is seeking a Supervisor, Water Treatment Operations who will provide leadership to operational staff, coordinate workflows, monitor system performance, and ensure adherence to regulatory standards and best practices. The supervisor also supports continuous improvement initiatives, responds to operational issues, and collaborates with internal and external partners to maintain high-quality water service.**

**You are: a skilled and motivated leader with a strong background in water treatment operations. You excel at overseeing daily plant activities, ensuring compliance with safety and environmental regulations, and optimizing processes for efficiency and quality. With your hands-on approach and excellent communication skills, you inspire your team to deliver reliable, safe, and sustainable water services to the region.**

**The Supervisor, Water Treatment Operations reports to the Superintendent, Seymour Capilano Filtration Plant.**

**This role:**

- Manages, leads and supervises team of staff engaged in the operations of the Seymour-Capilano Filtration Plant (SCFP) or the Coquitlam Water Treatment Plant (CWTP) and re-chlorination stations and works closely with the Maintenance Division to coordinate necessary maintenance of water treatment facilities.
- Contributes to preparing and managing the operating budget and is responsible for monitoring and controlling spending ensuring the effective and efficient expenditure of allocated funds. Contributes to short- and long-term planning.
- Manages and ensures adequate systems and procedures are in place for the effective, efficient and safe operation of the SCFP or CWTP and re-chlorination stations. Develops and implements systems and procedures to optimize operations. Contributes to ensuring water produced is of high quality and within the Canadian Drinking Water Guidelines and operating permits; coordinates program and project priorities; and schedules and assigns work to meet objectives.

- Investigates, evaluates and reports on operational performance and identifies corrective measures to remedy issues. Identifies and authorizes appropriate process changes; determines when and if equipment can be taken out of service; coordinates scheduled and emergency shutting down processes; performs failure analysis; and develops strategies to optimize performance. Contributes to ensuring operating permits, environmental protection requirements, and divisional targets are met. Works to minimize chemical residuals and reduce costs.
- Prepares performance reports and other material including policies, protocols and procedures. Develops and updates procedures for normal, abnormal and emergency operating conditions and ensures staff are trained and informed. Manages operational improvement projects and works collaboratively on upgrade and capital projects. Reviews designs and ensures operational considerations are adequately included. Determines changes or shutdowns required to complete work and recommends timing for work. Performs a key role in commissioning new infrastructure and addressing incidents and emergencies related to water quality.
- \*Works collaboratively with members of other divisions and departments such as Maintenance to ensure the safe and efficient operation of the water system. Provides input into the daily operational plan and contributes to planning and coordinating tasks affecting the water system such as the disinfection of field infrastructure.
- Hires, supervises, directs and develops staff, monitoring and managing performance towards division, department, and corporate objectives. Ensures staff adhere to corporate workplace conduct policies and required operating procedures and protocols. Leads, coaches, and develops staff recognizing the importance of training. Ensures safe work procedures are integrated in the work routines of staff. Conducts regular safety meetings and inspections, monitors work practices and addresses infractions or issues as they occur. Prepares written safe work and emergency procedures and ensures relevant parties are made aware of updates.
- Keeps current regulations, standards and operating best practices relevant to the work and water treatment. Provides input and suggestions for divisional planning, decision making and initiatives. Represents assigned area on committees, projects and initiatives as required.
- Shares on-call standby duties on a rotational basis and handles emergency response and call out as required.
- Performs other related duties as required.

**To be successful, you have:**

- 5 years of recent related experience supplemented by a university degree or two-year diploma in the field of water treatment, water quality or related discipline such as environmental sciences, environmental or chemical technology; or an equivalent combination of training and experience.
- British Columbia EOC Water Treatment Operator Certification IV certification or EOC level III Water Treatment Operator Certification with ability and willingness to attain level IV.
- Sound knowledge and progressive experience in Water Treatment operations. Analytical abilities related to operational performance and demonstrated ability to provide solutions in accordance with corporate policies, regulatory requirements and best practices.
- Sound knowledge of the mechanical, electrical, instrumentation and automation equipment and systems used in water treatment processes. Sound knowledge of quality control; laboratory systems and procedures; and regulatory criteria. Knowledge of water supply and treatment system operations.
- Sound knowledge of Water Services' operations, processes and objectives. Ability to provide advice, solutions and recommendations suited to the division's business needs. Working knowledge of the principles, methodologies and regulatory considerations related to water treatment laboratory processes.
- Sound written and oral communication skills. Ability to provide clear instructions and translate technical information to language easily understood by a variety of audiences. Ability to write and revise memos, reports,

and recommendations. Ability to work effectively and provide clear instructions to staff in high pressure circumstances such as water quality emergencies.

- Strong interpersonal skills and demonstrated ability to establish and maintain effective working relationships with internal and external contacts. Strong ability to tactfully respond to inquiries and complaints and effectively address concerns. Proven ability to work cooperatively with others; ability to deal with disagreements and prevent the escalation of conflict.
- Ability to manage and monitor budgets ensuring the effective and efficient expenditure of allocated funds within the approved budget. Ability to manage contracts with service providers and contractors.
- Demonstrated supervisory skills and abilities in a unionized environment including the ability to consistently apply and explain corporate policies and collective agreements. Ability to lead, organize, direct and supervise the work of others in a team environment; provides constructive and motivating feedback to staff.
- Ability to use judgment to resolve complex problems with considerable impacts effectively and efficiently. Acts as a resource to staff for advice and guidance on potential approaches and problem situations. Demonstrates persistence in overcoming obstacles.
- 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](#).

*Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by March 18, 2026.*