

Water and Wastewater Operator II - Training Opportunity (Permanent, Full-Time) - 2028

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 dive into a dynamic and rewarding career keeping the City of Kamloops flowing smoothly? Join our team as a **permanent, full-time Water and Wastewater Operator II - Training Opportunity** and play a vital role in maintaining the city's essential water, wastewater, and stormwater networks—helping ensure safe, reliable service for our community every day.

You'll take on a mix of field and technical work, from collecting samples and tracking system performance to identifying and reporting operational issues. If you enjoy working outdoors, solving problems, and taking pride in work that truly matters, this is your opportunity to make a visible difference in the city you call home.

The successful candidate must have the following qualifications:

All requirements must comply with the Operator Certification Program Guidelines as laid out by the British Columbia Environmental Operators Certification Program (EOCP) Society.

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. Valid BC Driver's Licence - Class 5.

Note: The above certifications include a combination of education and experience as determined by the Environmental Operations Certification Program (EOCP). Typically, three years' experience is required for each Level II certification.

Please note this position is posted along side the fully qualified Water and Wastewater Operator II (Temporary, Full-Time) - 2029 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 Water and Wastewater Operator II 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.

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 Water and Wastewater Operator II. 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 11 (Outside), \$39.592 per hour to start. After successfully completing both BC EOCP Level II Certificate in Wastewater Collection Systems* and Water Distribution Systems * the candidate will move to a fully qualified Water and Wastewater Operator II at Pay Grade 12 (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.

Hours & Days of Work

2 days, 2 nights, 4 off

7:00 AM - 7:00 PM (2 days)

7:00 PM - 7:00 AM (2 nights)

Probationary Period:

The probationary period for this position will be 6 months.

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.

Career Opportunity



This is a unionized position with CUPE Local 900; check out our [Collective Agreement \(2024 - 2025\)](#) for full details (ratified 2026 Collective Agreement coming soon). As this is a unionized position, all qualifications must be met in order to be shortlisted for the position.

This position will remain open until filled. This posting may close anytime after September 28, 2026 if a qualified candidate is found. More than one may be hired.

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