



## Manager, Engineering (Water & Wastewater) PUC Non-Union

**Job Status:** Permanent Full-Time

**Union:** Non-Union

**Number of Positions:** 1

**Hours of Work:** 35

**Location:** McGeorge Building

**Reason for Vacancy:** New

**Closing Date:** March 26, 2026, 11:59pm EST. Applications received after this deadline will not be accepted.

The Municipality of Chatham-Kent has an opening for a permanent full-time Manager, Engineering (Water & Wastewater) PUC in the Public Utilities Commission.

### **Job description**

The Manager, Engineering (Water & Wastewater Services) is responsible for the managerial oversight of the Public Utilities Commission, Water and Wastewater Services infrastructure capital projects and rehabilitation of existing vertical infrastructure (water treatment plants, wastewater treatment plants, elevated water tanks, booster pumping stations, underground reservoirs, sanitary pumping stations, and other infrastructure improvements related to water and wastewater). The Manager is responsible for the performance of their team in the delivery of project management of maintenance and capital infrastructure rehabilitation/reconstruction and new construction. In addition, the Manager will assist operations department as required in engineering and project management areas. The position also provides the administration and management of the various infrastructure projects and lifecycle programs and requires the position to provide the oversight of the planning, budgeting, directing, assigning and review of the Division's technical resources and external consultants working on each assigned project. The Manager will also assist with the Municipality's Asset Management Plan for assets in the Water & Wastewater Services Department.

### **Essential responsibilities**

- Demonstrate Chatham-Kent's core values and competencies.
- Oversee the team's delivery of civil engineering projects including, water treatment plants, wastewater treatment plants, elevated water tanks, booster pumping stations, underground reservoirs, sanitary pumping stations, and other infrastructure improvements.
- Oversee the efficient and effective performance of the Water and Wastewater Engineering team, including development of annual workplans, coordination of daily team functions and activities, supervision of personnel and associated development of policies and procedures to support team performance.
- Directs staff and engineering consulting teams in the preparation of environmental assessment and other studies, for water treatment plants, wastewater treatment plants, elevated water tanks, booster pumping stations, underground reservoirs, sanitary pumping stations, and other infrastructure improvements.
- Lead team in providing project management and consultant oversight for water treatment plants, wastewater treatment plants, elevated water tanks, booster pumping stations, underground reservoirs, sanitary pumping stations, and other infrastructure improvements.
- Oversee the preparation of schedules for replacements, capital improvements, and expansions in relation to master plans, infrastructure studies, and Municipal Class EA's.

- Monitor trends, emerging issues and best management practices within the water and wastewater engineering field/profession in order to ensure the division and organization is progressing in the appropriate direction.
- Update current policies and standards to align them with the latest best management practices in the water and wastewater engineering field/profession.
- Implement and utilize asset ratings and condition assessments to develop multi-year asset replacement strategies based on available budgets and funding for water and wastewater facilities.
- Responsible for management and leadership of staff including the balance of workload/portfolios, performance planning/reviews, coaching & mentoring, health & safety and participating in the recruitment process to meet the needs of the division.
- Ensure that business unit activities are performed in accordance with Municipal policies and by-laws, Council directives, and federal and provincial regulations, and develop and update policies and procedures and By-Laws for Chatham-Kent PUC Engineering Division accordingly.
- Oversee the development of contracts and agreements.
- Administrator capital budget projects for various infrastructure projects.
- Oversee the team's technical designs and processes and make design decisions in keeping with accepted standards and Provincial and Municipal policies and guidelines.
- Prepare reports and present to Chatham-Kent Council/Commission, Senior Management, and the Executive Management Team.
- Provide engineering oversight on complex water and wastewater strategic initiatives, special projects and related capital projects including the identification, evaluation, analysis and assessment of proposals and tenders.
- Coordinate budgets, strategic priorities, and the management of assets/construction projects.
- Chair public meetings for potential infrastructure change or improvements.
- Review the long-term needs of the business unit on a continual basis, make recommendations for improvements to the operations or to meet new regulatory requirements or changes.
- Assist the Director of Engineering & Compliance in supporting related Asset Management Programs for the Public Utilities Commission.
- Liaise with general public to review proposed projects.
- Liaise with various levels of government and regulatory agencies for approval and permits, including grant applications, to support the planning and construction of new and existing municipal infrastructure.
- Promote public awareness of engineering initiatives and issues through the preparation of presentations, commission/council reports, and media releases.
- Respond to public and council requests/complaints regarding the efficiency/adequacy of the existing Municipal infrastructure and ongoing construction projects.
- Participation in outside organizations through memberships in engineering and water/wastewater associations and organizations.
- Strong computer skills including Microsoft Word, Excel, PowerPoint, email, and internet (or other similar software programs).
- Provides engineering support to Water and Wastewater Operations and Maintenance Division.

#### **Essential qualifications**

- A minimum bachelor's degree in Engineering (preferably Civil or Environmental Engineering) (with a P.Eng. designation).
- Six (6) to ten (10) years related experience, preferably in a public sector environment, with experience in a supervisory role.
- Progressive experience in the planning and design of municipal infrastructure and facilities including but not limited to water treatment plants, wastewater treatment plants, elevated water tanks, booster pumping stations, underground reservoirs, sanitary pumping stations, etc.

- Demonstrated knowledge of water and wastewater treatment plant design, including Province of Ontario statutes, regulations, and guidelines such as the Planning and Municipal Acts along with ministry approvals.
- Thorough knowledge of municipal engineering infrastructure and water and wastewater design concepts including capacity assessments, condition assessments and rehabilitation of water and wastewater facilities.
- Demonstrated knowledge of theory, principles and practices of water and wastewater planning, design, and construction.
- Strong supervisory experience.
- Excellent verbal and written communication skills required.
- Strong knowledge of Safe Drinking Water Act, Clean Water Act, Ontario Water Resources Act, Environmental Protection Act, American Water Works Association Standards, Construction Act and Occupational Health and Safety Act.
- Knowledge of engineering discipline standards, trends, emerging issues, and applicable legislative requirements as they pertain to water and wastewater.
- Strong computer skills and knowledge of various engineering software programs including AutoCAD, ArcGIS, gravity sewer & pressure watermain hydraulic modeling, and structural modelling.
- Strong computer skills including Microsoft Word, Excel, PowerPoint, Outlook, and Project.

#### **Other qualifications**

- Thorough knowledge of current issues facing local government in Ontario, and particularly as they relate to the portfolio.
- Extensive leadership experience in municipal or broader public, private or voluntary sector environments.
- Extensive senior level experience with significant scope, complexity, and diversity of operations in a public or private sector environment.
- Knowledge of human resources management, financial management, project management, and policy development.
- Working knowledge of financial programs is an asset.

#### **Certifications, memberships, licenses**

- Professional Engineering Designation (P.Eng.) in good standing through Professional Engineers of Ontario is required.

#### **Work environment/hours of work**

- This position works both indoors and outdoors.
- This position will work weekday hours, with occasional evenings and weekends, and on call after hours and on weekends.

#### **Driver's licence/vehicle requirements**

Because of the responsibilities, this position requires the successful candidate to have a valid class G (or higher) Ontario driver's licence; a driver's abstract will be conducted by the Municipality of Chatham-Kent. An acceptable driver's abstract will: be an original document and current (within the previous thirty (30) days); have no more than four (4) demerit points; have no more than two (2) convictions for the same offence; have no criminal code convictions; have no 'non-medical or administrative' license suspension in the preceding three (3) years; because this position may be required to drive their own vehicle, a reliable vehicle is also required.

#### **Background check requirements**

Successful candidates will be required to complete a background check prior to commencement of employment. A background check may include the following: education/certification verification and employment reference check.

### **Essential physical and/or safety requirements**

- Walking: frequent walking on level surface
- Sitting: frequent sitting in chair
- Standing: frequent standing indoors and outdoors
- Lifting: frequent carrying (up to 4.55 kgs or 10 lbs) (carrying files, laptop to meetings)
- Reaching: infrequent reaching above shoulder, below shoulder, forward, backward, handling (site/project inspections)
- Hands: frequent fine finger dexterity (movement), mousing (includes handling outside engineering equipment)

### **Benefits**

This permanent full-time position has an annual salary of \$131,609 to \$155,183 and will receive benefits including: participation in the OMERS pension plan (mandatory) as well as sick and vacation entitlements. Following successful completion of a 3-month waiting period, candidates will also be entitled to a comprehensive group benefits package.

### **Applying for this opportunity**

Resumes must be received by **11:59pm (EST) on March 26, 2026**. To apply, please visit: [www.ckcareers.ca](http://www.ckcareers.ca).

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The Municipality of Chatham-Kent is an equal opportunity employer, committed to fair and accessible employment practices that attract and retain talented employees in a workplace that is inclusive, supportive, and reflective of the diverse community we serve.

The Municipality does not use artificial intelligence or automated decision-making tools in its recruitment or selection processes; all hiring decisions are made by people.

Should you require accommodations during the recruitment process, please contact Human Resources & Organizational Development (HROD) at 519-360-1998. Applicant information is collected under the authority of the Municipal Freedom of Information and Privacy legislation and will be used strictly for the purpose of candidate selection.