

Engineering Progression Program - Water & Wastewater

Location: 150 Frederick St - Regional Admin Headquarters

Job Category: Engineering

Number of Positions: 4

Hours of Work: 35 hours. Monday - Friday 8:30am - 4:30pm

Hybrid | 2 days at home, 3 days in office

Posting Date: Thursday February 26, 2026

About Us!

The Region of Waterloo is a thriving, diverse community committed to fostering opportunities for current and future generations. Waterloo Region is part of the Dish with One Spoon wampum, a treaty guiding our commitment to:

- Taking only what we need
- Leaving some for others
- Keeping the dish clean

This agreement underpins our vision, mission, and core value, and reinforces our dedication to meaningful reconciliation and equity.

Waterloo Region is home to over 674,000 residents and expected to grow to nearly one million by 2051. Guided by our [2023-2027 Strategic Plan](#), “Growing with Care,” we prioritize homes for all, climate aligned growth, equitable services and opportunities and a resilient and future ready organization. Our mission is to provide essential services that enhance the quality of life for all residents, while our core value emphasizes caring for people and the land we share. Join us and be part of a team dedicated to making a meaningful difference in our community.

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Program Overview:

We are excited to offer a unique opportunity to join **Water and Wastewater Engineering Progression Program**. This role offers a flexible hybrid work model, with a standard 35-hour work week. This program provides a structured career path for engineering professionals, encompassing roles at three key levels: **Engineering Intern, Engineer, and Senior Engineer**. This program is designed to develop technical skills, project management expertise, and leadership capabilities through hands-on project involvement, mentorship, and exposure to a wide range of engineering planning, asset management, environmental assessments, master planning, waste water and water operations and maintenance.

We are looking for candidates to join in the following areas:

- Water Supply, Wastewater Treatment and Biosolids infrastructure planning - Master Planning, Environmental Assessments, Facility Plans, Conceptual Designs – Experience with water and/or wastewater treatment processes and operations. Experience with water and wastewater pumping station planning and design. Sound understanding of relevant design guidelines, policies, and regulations.
- Water and Wastewater Asset Management – Experience with Inventory, Condition, and Capital Planning Assessment; asset management principles and lifecycle analysis; project management and construction practices; and familiarity with water and wastewater operations and facilities.

Engineering Intern

Compensation: \$85,430.80 - \$106,779.40 annually

The Engineering Intern will support small-scale water and wastewater projects under the guidance of senior staff. This entry-level position provides valuable experience in environmental assessments, asset management, master planning, and maintenance, helping you develop the skills needed for future engineering roles.

Qualifications:

- Degree in Engineering or Applied Science, or a related field.
- Eligible for registration as an Engineering Intern with PEO

Engineer

Compensation: \$104,413.40 - \$130,530.40 annually

The Engineer will manage medium-sized projects and contribute to larger, complex initiatives in water and wastewater systems. You will lead project teams, oversee budgets and schedules, and provide technical support to ensure projects meet specifications and legislative requirements. This role offers an excellent opportunity for experienced engineers to further develop their leadership skills.

Qualifications:

- Licensed as a Professional Engineer (P.Eng.) in Ontario or holding a Limited License with the PEO.

Senior Engineer

Compensation: \$114,860.20 - \$143,579.80 annually

The Senior Engineer will lead large, high-profile, and complex water and wastewater projects, taking full responsibility from inception to completion. You will manage multi-million-dollar budgets and supervise teams of engineers in this leadership role, which requires strong technical expertise, problem-solving skills, and experience managing stakeholder relations. Presents to public audiences and Council.

Qualifications:

- The same licensing requirements as the Engineer role, including a P.Eng. or Limited License with the PEO.

Region of Waterloo is committed to building a workforce through fair, equitable, and accessible hiring practices that allow us to hire qualified staff who reflect the diversity of the community we serve and to promote a respectful, inclusive, and equitable workplace.

We invite all interested individuals to apply and actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons who identify as women; and persons of marginalized sexual orientations, gender identities, and gender expressions

For questions or to request accommodations during your recruitment, onboarding or employment, please contact talentmanagement@regionofwaterloo.ca, or by calling our Service First Contact Centre at phone number (519) 575-4400.

Use of Artificial Intelligence in the Hiring Process: Region of Waterloo may use artificial intelligence (AI) tools to enhance efficiency during the recruitment process. However, applications will also be reviewed by a member of our Talent Acquisition team to ensure a fair and thorough assessment. AI does not make final hiring decisions.

Please note: candidates will be provided an update on their application. Please check your spam or junk folder occasionally as some candidates have noticed our emails in those folders (Gmail and Hotmail in particular).