



Internal/External Job Posting

Regular Full-Time Bargaining Unit Position

Wastewater Optimization Extension Specialist

Who we are

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

Why work for us

At the GRCA, we don't just talk about work-life balance, we promote and encourage it. We offer flexible work hours, one day a week working from home, wellness initiatives and an Employee Assistance Program. Our team feels a connection to their work, each other and the community we serve, and when you're "at the office", you won't feel like you're "at the office." Our Administration Centre is located in a tucked away, natural oasis next to the Shade's Mills reservoir, where a walk or lunch at the picnic tables provides the opportunity to be immersed in nature.

We offer staff development plans and open doors to help advance your career. And our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the opportunity

This position will support the Supervisor of Water Quality in the delivery of the GRCA's Watershed-wide Wastewater Optimization Program. The program involves working with local municipalities and wastewater operators to encourage best practices and optimize the environmental performance of wastewater treatment plants. Program elements include collecting and assessing information on current wastewater treatment plant performance and capacity; facilitating hands-on training workshops for wastewater professionals; delivering a recognition program for Optimization Program partners; creating marketing and communication materials for the program; and supporting the Watershed-wide Wastewater Optimization Program steering committee.

What you'll do:

- Work with municipal staff, MECP and contractors to collect information on wastewater treatment plant performance.

- Participate as a member of an evaluation team to identify opportunities to optimize wastewater treatment plant performance.
- Apply analytical and technical skills to troubleshoot causes of poor wastewater treatment plant performance.
- Prepare clear and concise technical reports demonstrating excellent written and verbal communication skills.
- Apply facilitation, teaching, training and leadership abilities to the delivery of training workshops.

Education

- University or applied college degree or specialized college diploma in civil, chemical or environmental engineering or a related field of study, or a college diploma in those fields and holding a corresponding professional designation (e.g. C.E.T).

Experience

- At least 3 years of relevant working experience.
- Knowledge of wastewater treatment plant design and operations. Wastewater treatment operator experience would be an asset.
- Knowledge of wastewater treatment optimization principles (e.g., process control).
- Proficient computer literacy, especially MS Office products including Word, PowerPoint and advanced Excel skills.
- Effective organizational and project management skills.
- Effective written and oral communication skills.
- Possess a valid G driver's license and clean driving record.

Competencies

Professional Judgement

Demonstrate ability to apply critical thinking, analysis and assessment of implications; make connections between underlying issues and take ownership of the outcome. Sound judgment results in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations.

Integrity/Ethics

Willing to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintain impartiality, objectivity, confidentiality and fairness when dealing with internal or external stakeholders. Complete work in a timely manner and uphold commitments.

Goal/Action Oriented

Maintain a high level of productivity and self-direction. Demonstrated experience to work under pressure and handle multiple tasks simultaneously with changing priorities. Seizes opportunities; takes initiative and is self motivated. Organizes work, plans activities and sets priorities in a manner that meets competing needs and timely resolution of matters.

Team Work

Interacts with people effectively. Able and willing to share and receive information. Gather facts and pertinent information to gain an understanding before drawing conclusions, taking action or resolving conflict.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external stakeholders. Exceptional communication skills to create, maintain and enhance relations with municipal partners, wastewater operators and other stakeholders.

Compensation and Benefits

- Pay range starting at \$37.94 to \$45.54 per hour/35 hours per week
- Job stability and security
- Comprehensive benefits package with mental health services and preventative care
- Tuition reimbursement, and computer purchase loans.
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA and Conservation Ontario conservation areas (parks).

Approximate Start Date: September 2026

To Apply: Please send a resume, cover letter and resume to careers@grandriver.ca in MS Word or PDF format and quote "Wastewater Optimization Extension Specialist" in the subject line.

This job posting is for an existing vacancy

Deadline for Applications: 4:00pm August 31, 2026

We thank you for your interest, however only candidates under consideration will be contacted. GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Director of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.