



Position Title: Division Manager, Wastewater Treatment Plant Maintenance

Position Status: Full-Time Regular

Department: Liquid Waste Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range / Wage Rate: Management / Leadership Level M4A (\$161,794.85 - \$190,355.78 annually)

Our Liquid Waste Services Department is seeking a Division Manager, Wastewater Treatment Plant Maintenance who will lead the growth of the division. Metro Vancouver is expanding/upgrading several of its treatment plants in the next 10 years. The systems are growing and the maintenance division needs to meet their changing needs.

You are an analytics driven manager who will optimize the performance of your team and has experience in industry best practices. You are a collaborator and a mentor who will help the workforce grow.

The Division Manager, Wastewater Treatment Plant Maintenance reports to the Director.

This role:

- Manages the delivery of comprehensive maintenance services to the Liquid Waste Services (LWS) department. Liaises with other departments and organizations to deliver reliable and cost effective maintenance services to the wastewater treatment plants.
- Liaises effectively with the Division Manager, Field Utilities and Water Treatment Maintenance and works to ensure maintenance practices are consistent across the two maintenance divisions.
- Accountable for the Maintenance Division's budget preparation and reporting and ensures appropriate allocation of costs. Monitors and controls spending to ensure effective and efficient expenditures within the approved budget. Develops long range maintenance and capital financial plans.
- Adopts maintenance best practices and technologies which provide value and effectiveness; ensures work programs and priorities are completed; determines required resources; allocates, adjusts, and manages resources according to priorities; provides high-level direction for improving maintenance and optimizing expenditures; and reports to technical and political committees as required.

- Manages all maintenance programs; initiates and follows Corporate standards; ensures regulatory and safety requirements are adhered to; implements monitoring and assessment programs; and manages performance.
- Identifies resources and liaises with project and division managers to ensure adequate maintenance representation on capital projects.
- Contributes to the Enterprise Asset Management system, including establishing user requirements, and providing user system services as are required.
- Ensures the delivery of preventative and corrective maintenance programs; manages the development and implementation of maintenance strategies to optimize performance and reliability; ensures maintenance engineering and technical services are managed effectively; manages metrics for continuous improvement.
- Responsible for supervising, directing and motivating staff and monitors performance towards division, department and corporate objectives; ensures staff adhere to corporate and board policies.
- Leads, coaches, mentors and develops staff recognizing the importance of leadership, supervisory and technical training; develops and sustains a flexible workforce encouraging staff to pursue opportunities that complement their skills and experience and manages succession plans for division.
- Liaises with other departments, external agencies, municipalities and the public on maintenance issues and concerns; partners with consultants and technical associations to further the division's objectives.
- Leads the implementation of strategic goals and ensures the division's activities are consistent with the organization's values and goals.
- Provides leadership to address critical and complex equipment and infrastructure repairs; coordinates staff and advises on difficult decisions about regarding shut downs, repairs and equipment replacements.
- Provides advice and guidance on approach and problem situations to others within Metro Vancouver and on behalf of to the organization to contacts external to the organization; represents the organization to the media, elected officials, and the public as required.
- Performs other related duties as required.

To be successful, you have:

- A University degree in engineering or other relevant field and 10 years of recent, related progressive experience; or an equivalent combination of training and experience.
- Formal professional or technical designation in appropriate area of expertise.
- Extensive technical expertise in the maintenance of utility systems related to wastewater operations (including drainage); superior understanding of maintenance aspects affecting the design, construction, and operations and maintenance of wastewater facilities, safety requirements, regulatory requirements and relevant municipal bylaws.
- Excellent budgeting and financial management skills. Demonstrated ability to manage and monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds. Excellent contract administration and project management skills including the ability to resolve complex issues.

- Excellent written and oral communication skills including sound report writing and presentation skills. Persuasively communicates complex information to diverse audiences and upholds the reputation the organization in communications with external agencies, the media, elected officials, and the public.
- Ability to build and maintain respectful working relationships; skill in dealing openly and tactfully in a variety of situations; responds effectively to emotional triggers in self and others.
- Proven ability to use judgment to resolve complex challenges; flexible and able to develop and revise strategies to address problems and changing circumstances. Demonstrates persistence in overcoming obstacles and considers the diverse and long term implications of decisions beyond the work at hand. Focuses the work of the division on priorities that will make the biggest difference to the organization.
- Contributes to the team with constructive ideas and experiences; effectively deals with disagreements to prevent escalation of conflict; seeks to include team members in decisions that will impact them.
- Ability to lead, supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports and provide leadership to a number of 'support but does not report' working relationships. Sound understanding of and ability to apply labour and employee relations principles and practices including applicable collective agreements.
- Strong organizational and time management skills.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook for communication, documentation, reporting, analysis, and cost control.
- Valid BC Class 5 Driver's License.

This position is open until filled and applications should be submitted online at <https://careers.odgersberndtson.com/en-ca/job/29297/>. For more information, please contact Andrew Anderson of Odgers Berndtson at andrew.anderson@odgersberndtson.com. We thank all those who express an interest, however only those chosen for further development will be contacted

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.

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 for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).