
Position Title:	Environment Officer
Division:	Science & Licensing
Unit:	Compliance Promotion
Location:	Moose Jaw or Swift Current, SK
Hourly Rate:	\$38.18 - \$47.73 per hour (Classification 9)
Competition #:	WSA-09-2023/24
Apply by:	5:00 PM May 19, 2023

“Need a Career? Just add Water!

At the Water Security Agency, you'll have more than just a job - you'll build a rewarding career. Whether you're managing water supply, protecting water quality or ensuring safe drinking water, you can be confident that the work you do will help to support a strong and growing Saskatchewan. Become a member of the team that is committed to being the best water management agency in North America.”

SHORT DESCRIPTION:

Reporting to the Manager, Compliance Promotion, an employee in this job is responsible for implementing and ensuring compliance in a variety of water and environmental related regulatory programs. This employee will provide technical advice to stakeholders specific to the operation, maintenance and monitoring of water and wastewater treatment facilities with a primary focus on ensuring safe drinking water supplies and protecting the environment for Saskatchewan residents. This employee undertakes facility compliance inspections of treatment facilities and contributes to compliance activities of aquatic habitat protection projects and water rights licensing and approvals. Conducting water quality tests, providing guidance and expertise to facility operators, helping with the diagnosis of problems, and education and compliance promotion are the daily tasks the employee may be involved in. In addition, this employee reviews applications, determines operational, monitoring and reporting requirements and issues permits. This employee responds to and provides advice in the event of water and/or wastewater works related upsets, emergencies or disease outbreaks and conducts formal investigations where contraventions of legislation or regulations are discovered. This is a fast paced, high pressure, complex, highly dynamic position with a high stress factor where the incumbent is challenged to balance several conflicting factors in achieving compliance such as financial status, capacity of owners, changing operators or managers, and other highly relevant factors. The importance in ensuring waterworks owners and operators are providing Saskatchewan residents with safe drinking water increases the stress and complexity given the potential public health consequences of a waterborne disease outbreak.

JOB DUTIES:

- 10% Determine risk and severity of possible drinking water contamination/upset operational conditions, hazardous substance spills, environmental contamination, and other drinking water/wastewater emergencies; and independently make time-critical, crisis management decisions to implement boil water advisories and/or provide verbal direction to ensure public health and to protect the environment, with limited or no precedents. Coordinate or assist multi-disciplinary and multi-agency teams, including Medical Health Officers, other provincial, federal, and municipal health officials, First Nations' representatives, engineering and technical consultants, emergency measures officials and the media to ensure proper technical response and public notification of emergency situations.
- 40% Conduct site and facility inspections and water quality testing to determine safety of drinking water, adequacy of wastewater treatment, and status and impacts of the construction/modification of aquatic and riparian habitats and ensure compliance with provincial regulations, permits and approvals and operational integrity to ensure risks to public health and the environment are minimized and within acceptable levels. Relay and communicate findings of compliance inspections to clients, program managers within Water Security Agency, local regional health

authorities and the Ministry of Environment to discuss risk to public health and the environment and to coordinate corrective actions and compliance deadlines.

- 10% Independently develop and issue operating permits/approvals for water and wastewater facilities. Through review of independent engineering assessments, technical reports, and historical monitoring data, outline operating restrictions, site specific standards, and detailed treated water requirements, wastewater effluent requirements as well as requirements pertaining to soil, receiving water and associated environments.
- 20% Evaluate regulatory compliance and environmental performance of water and wastewater operations, projects for which aquatic habitat protection permits have been issued, and licensed water use, relative to regulatory requirements, permit conditions, required monitoring programs, or required technical reports and assessments as outlined in Operational permits or other relevant provincial and federal legislation. Investigate regulatory noncompliance independently or in conjunction with enforcement officers by performing or assisting in warned or voluntary statement taking, collecting/identifying, and documenting of evidence, preparing and issuing Minister's Orders, Environmental, Water and Wastewater Protection Orders, letters of non-compliance, Notices of Non-Compliance and Summary Offense Tickets and participating in prosecutions and court proceedings.
- 10% Exhibit public relations skills by responding to and resolving public inquiries or complaints regarding drinking water quality, wastewater receiving environments, water treatment operations, wastewater treatment operations, wastewater collection systems, liquid domestic waste haulers, and development proposals. Provide guidance and expert technical advice to clients to ensure compliant operations. Organize and attend meetings with municipal governments, other provincial and federal government agencies, regional health authorities, tribal councils, private developers, and consultant engineers to review operations of concern, proposals, projects, and developments and to solve water and wastewater issues of interest.
- 5% Review water treatment/distribution and wastewater treatment/collection construction applications, and municipal subdivision applications, including design drawings and specifications, conceptual plans, and operating manuals; and contribute to the approval conditions for the construction of these works or subdivision of land parcels, ensuring site specific public health and environmental concerns are being addressed and that impacts and adequacy of municipal/private water and wastewater infrastructure are taken into consideration.
- 5% Participate on various internal and external committees as required; and undertake other work and special assignments as required.

SKILL REQUIREMENTS:**Education:**

Formal:

Degree in natural or physical sciences, environmental or civil engineering, integrated environmental sciences, biology, chemistry, or physics; or an equivalent combination of experience and training.

Certification:

Must possess or be eligible to obtain a Level 2 Water Treatment and Level 2 Water Distribution Operators Certificate or have successfully completed a Level 2 Water Treatment and Level 2 Water Distribution Course and Exam. Must possess or be eligible to obtain a Level 1 Wastewater Treatment and Level 1 Wastewater Collection Operators Certificate or have successfully completed a Level 1 Wastewater Treatment and Level 1 Wastewater Collection Operators Certificate and Exam.

Other:

Valid Saskatchewan driver's license.

Experience:

Previous Requirement: 36 months

Knowledge and experience of water/wastewater treatment plant and water distribution system/wastewater collection system operation, regulatory compliance, and enforcement programs as well as various water quality sampling and testing procedures.

Knowledge and experience in time management and working independently while meeting deadlines.

Knowledge and experience in collection of routine or legal representative samples of soil, air, water, and biota by applying standard sampling techniques and protocols.

Knowledge and experience in maintaining and calibrating relevant scientific, analytical, and sampling equipment with accuracy and precision.

Knowledge and experience in accurately inputting, editing, retrieving, and interpreting information and data using various databases, spreadsheets, and word processing packages.

Knowledge and experience in accurately and concisely drafting and composing technical reports, briefing notes, general correspondence, legal documents.

Knowledge and experience in basic industrial workplace safety.

Knowledge and experience in interpretation and application of provincial and federal legislation as it pertains to the Water Security Agency.

Knowledge and experience in independently or as part of a team, research, develop, and recommend or implement new technologies, techniques, concepts, policies, or guidelines.

Knowledge and experience in public speaking and conducting public presentations before highly critical audiences in or tense settings.

On-the-Job Requirement: 60 months

Detailed knowledge and experience in the understanding of complex and numerous differing water and wastewater treatment technologies and how the idiosyncrasies of these systems and their source waters impact the effectiveness of treatment and the safety of human health and the environment.

Knowledge and experience in municipal water and wastewater regulatory framework, inspection and compliance and enforcement programs.

Increased demonstration of team leadership abilities in developing and achieving unit goals including key strategic initiatives; such as, the Safe Drinking Water Strategy and the 25 Year Water Security Plan.

Increased knowledge and experience in identification, collection and recording of relevant compliance information through observation, interviews, inquiries, and inspections/investigations.

Knowledge and demonstration of ability to establish and maintain effective working relationships with staff and external clients; to promote and maintain a positive corporate environment.

JOB BULLETIN Union

Knowledge and experience in clearly and accurately discussing and explaining complex technical/scientific water, wastewater, and environmental issues, policies, and procedures to diverse groups at a level appropriate to the audience.

Knowledge and experience in unit specific software and forms.

Knowledge and experience in the areas of facilitation, negotiation, mediation and conflict resolution and team building.

Training Course Requirements:

Conflict Resolution & Problem Solving

Basic Law Enforcement

Legal Environmental Sampling

Workplace Safety Courses: First Aid, Confined Space Entry, Defensive Driving, Ice Rescue

Problem Solving:

Interpret and apply the intent of legislation and regulations to drinking water and wastewater management situations with limited or no precedents, no policies, or disputed facts; and independently make and implement crisis management decisions to protect public health and safety and the environment. In providing technical advice to improve water treatment operations, water chemistry problems can present themselves unlike those seen in similar operations. Require the ability to educate, facilitate and persuade others to achieve consensus or resolve conflict in highly polarized situations. Must understand technical regulatory requirements, how these are applied, and consequences to both the environment and human health/safety if requirements are not met.

EFFORT REQUIREMENTS:

Physical:

The exertion of effort required to undertake the duties for this job includes heavy lifting (25 Kg); strenuous walking on rough/uneven terrain or for extended periods of time or on steep inclines/declines. Inspections of some water and wastewater treatment plants require climbing ladders and stairs. Surface water quality monitoring and sampling requires collecting and testing water samples from fast moving water, bridges, uneven shorelines and in remote areas. Office work requires sitting at a computer for prolonged periods of time (up to half a day). All work undertaken must comply with established corporate protocols and industry Occupational Health and Safety regulations and codes of practice.

Mental:

Typical work assignments require periods of unbroken concentration of up to two hours, while also managing frequent interruptions.

RESPONSIBILITY REQUIREMENTS:

Accountability:

This employee is responsible for decision making that may have a direct and immediate impact on clients and members of the public. This employee is expected to work with significant independence, as minimal supervision is provided daily. This employee will be assigned multiple projects often with conflicting and urgent deadlines and requiring the coordination of work and budgets. This employee is expected to follow protocols and guidelines when applicable; however, site specific situations often arise requiring this employee to exercise considerable discretion. These decisions are typically not reviewed upon implementation.

Direction of Others:

This employee has no supervisory responsibility.

Contact with Others:

This job requires continual daily contact with clients, co-workers, public health officials, and the public. Mediation, facilitation, conflict resolution, teamwork, public relations, and oral and visual presentation skills are essential to deliver the Environmental and Municipal Management Services Division mandate to external clients. Answering technical questions and providing technical details upon request of media or ministerial inquiries is required occasionally. This employee must resolve complex technical issues through discussions with peers, other government agencies, stakeholder groups, representative organizations, and external technical experts. The ability to deliver a potentially unpopular message to a knowledgeable, critical, and potentially hostile audience is required at public meetings.

Must develop contacts with and provide consultation to federal, provincial, and municipal government agencies as well as First Nations' communities and Tribal Councils. Effective compliance and education of others can be hindered by the physical separation between the employee and the facilities and the increasing numbers of regulated water and/or sewage works.

WORKING CONDITIONS:

This position requires both office and field work, often requiring the employee to be away from headquarters for two days to a week at a time. This includes travelling to remote communities, occasionally in small aircraft or driving in inclement weather or under poor travel or road. Must work flexible hours and occasionally be available to respond to upset conditions, sewage spills, and inquiries throughout the province for 7-day period/24 hours a day including weekends and holidays.

Compliance inspections may require maneuvering around pipes and mechanical equipment; exposure to trip/fall hazard areas; exposure to loud and unpleasant levels of noise of mechanical equipment; and exposure to offensive and potentially dangerous odours and gases as well as biological hazards (raw domestic sewage). On occasion this employee may have to deal with upset and potentially volatile clients.

To Apply:

Internal and external candidates are welcome to apply for this position; however, first consideration will be given to qualified, internal applicants. Please submit a cover letter quoting the competition number above and a detailed résumé to:

Human Resources
Corporate Services
4th Floor, 111 Fairford Street East
Moose Jaw, Saskatchewan S6H 7X9
Email: hr@wsask.ca (Preferred method)

We would like to thank all applicants for their interest; however, only those selected for an interview will be contacted. You will be evaluated on the relative degree to which you meet the knowledge, skills, and abilities related to the position assignment.

The Water Security Agency is an Employment Equity Employer and is committed to creating a respectful, diverse working environment.
