



## **Internal/External Job Posting**

### **Temporary Full Time Bargaining Unit Position**

### **Water Resource Analyst**

#### **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, and wellness initiatives like onsite yoga 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**

The Water Resource Analyst reports to the Supervisor of Water Quality and will work closely with colleagues on the water quality, groundwater, and flood operations teams. The primary responsibilities of the position are to analyze and report on hydrology, climate, water quality, and resource management data for an update to the [Grand River Water Management Plan](#) (WMP). The WMP is a collaborative, inter-agency initiative to advance the shared goals of ensuring sustainable water supplies, improving water quality, reducing flood damage potential, and enhancing climate resilience.

Skills in the organization and analysis of stream flow, air temperature, precipitation, and chemical and physical water quality data are required. This position will use statistical methods

to undertake analyses, which may include establishing baseline conditions and evaluating trends over time and space.

Knowledge and experience in spreadsheets, relational databases (WISKI), and statistical software packages “(e.g., R)”, are required. Familiarity with Geographic Information Systems (GIS) is an asset.

### Specific Accountabilities

- **Data management:** Work with Flood Operations, Water Quality, and Groundwater staff to compile and organize hydrologic, climate and water quality data into databases and data management platforms (e.g., WISKI, Excel) to facilitate analysis.
- **Water resources data analysis and synthesis:** Using database, statistical, graphing and mapping tools, characterize watershed conditions and issues, including trends in climate parameters (air temperature, precipitation), chemical and physical water quality, and streamflow. Be knowledgeable of parametric and nonparametric statistical methods for water resources data, including multi-variate analysis (e.g. principle components). Assess spatial (site, reach, subwatershed) and temporal (seasonal, annual) trends.
- **Reporting and presentation of findings:** Document analytical findings in technical reports, plain-language case study summaries, and presentations. Verbal and written status updates to multi-agency project committees.
- **Research:** Scoped literature review and reporting on topics including the impacts of climate change on riverine systems and strategies for reducing nutrient loading in the Great Lakes basin.

### Technical Accountabilities

- Master's degree specializing in hydrology, water resources, environmental chemistry, environmental sciences, physical geography, engineering, or related field.
- One to three years working experience related to water resources analysis or equivalent experience and education.
- Knowledge of and experience in the application of statistical tools (e.g., R) and methods used in hydrologic, chemical and physical water resources analyses.
- Experience in managing, querying and manipulating data in large relational databases (e.g., WISKI).
- Knowledge of hydrology, surface water quality, climate, and general understanding of the natural processes in freshwater ecosystems (e.g. rivers and lakes) and inter-relationships between water quality, stream flow, biota and geomorphology, and land use/land management practices.
- Excellent technical and plain-language communication skills, both oral and written.
- Understanding of provincial and federal water quality standards, guidelines and objectives; knowledge of basin-specific guidelines.
- Proficient in MS Office environment (Word, Excel, Outlook) and statistical software packages (e.g., Sigma Plot, R); experience with ArcGIS or WISKI an asset.
- Valid driver's licence.

## **Competencies and Abilities**

### **Professional Judgement**

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Sound judgement resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Ability to carry out skillful negotiations and interest based conflict resolution. Appropriately balances the interests of both internal and external stakeholders, when dealing with complex files.

### **Integrity/Ethics**

The willingness to hold oneself and others accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity, confidentiality and fairness when dealing with employees, stakeholders and special interest groups.

### **Goal/Action Oriented**

Does not shy away from challenges and seldom gives up, especially in the face of resistance, setbacks or change. 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. Maintains high level of productivity and self-direction. Demonstrated experience in project management with the ability to work under pressure and handle multiple tasks simultaneously with changing priorities. Achieving high standards of performance from others is important.

### **Team Work**

Interacts with people respectfully and effectively. Able and willing to share and receive information. The ability to gather facts and pertinent information to gain an understanding before drawing conclusions, taking action or resolving conflict. It involves active listening and comprehension of verbal and non-verbal signals to enhance understanding. Demonstrated ability to build partnerships with stakeholders and staff. Exceptional internal communications skills are needed for staff relations, working inter-departmentally with respect to communications and marketing needs and to provide support to other programs within the GRCA.

### **Customer Focus**

Dedicated to meeting the expectations and requirements of internal and external customers. Exceptional communication and negotiation skills to create, maintain and enhance relations with municipal partners, stakeholders etc.

## **Compensation and Benefits**

- The pay range is \$32.77 to \$38.53 per hour/35 hours per week
- Comprehensive benefits package with mental health services and preventative care
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA conservation areas (parks).

**Deadline for Applications: 4:00pm January 2, 2026**

**Approximate Start Date: January 2026**

**Term of Employment: Jan 2026 to May 2027**

**To Apply:** Please send a resume and covering letter to [careers@grandriver.ca](mailto:careers@grandriver.ca) in MS Word or PDF format and quote "Water Resource Analyst" in the subject line.

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.