



Internal/External Job Posting

Regular Full-Time Bargaining Unit Position

Groundwater 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, 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 Groundwater Specialist reports to the Senior Hydrogeologist in the Water Resources Department. This role supports the GRCA's groundwater management, drinking water source protection, and water infrastructure programs. The Groundwater Specialist's primary responsibility is to manage the GRCA's groundwater monitoring data and to provide analysis and reporting on groundwater conditions, along with assisting with technical analyses in support of amendments to drinking water Assessment Reports under the Clean Water Act.

What you'll do:

- Data management: Work with Information Systems and Groundwater program staff to manage GRCA's groundwater database within the WISKI Water Information System (e.g., QA/QC groundwater level and quality data, maintain monitoring site and parameter metadata, develop and implement analytical and reporting tools, update GRCA website content related to groundwater monitoring).
- Develop and analyze metrics using database, statistical, graphing, and mapping tools: Develop metrics for watershed conditions reporting and special projects; synthesize and analyze groundwater level and quality data to support reporting on watershed conditions and the Ontario Low Water Response program.
- Report and present methods and results: Document analytical findings in technical reports, plain language case study summaries, and presentations as needed.
- Assemble, organize, analyze, and review water control structure (dams, dikes) piezometer data in support of the GRCA's water infrastructure program.
- Assist with technical updates to Assessment Reports for the Lake Erie Region drinking water source protection program under the *Clean Water Act, 2006*, including drinking water threats enumerations, assessments of issues and conditions, climate change vulnerability assessments, and other duties as assigned.
- Carry out other duties as assigned, including but not limited to assisting with groundwater field work.

Education

- Master's of Science degree specializing in Hydrogeology, Hydrology, Environmental Science, Physical Geography, or a related field.

Experience

- One to three years of working experience related to water resources analyses.
- Knowledge of water resource issues, data management, and monitoring networks.
- Knowledge and experience in the application of statistical tools and methods used in hydrogeologic, hydrologic, or chemical and physical water resources analyses.
- Demonstrated experience in managing, querying, and manipulating data in large relational databases (e.g., Access).
- Proficient in MS Office environment (Word, Excel, Access, Outlook).
- Knowledge of Kisters WISKI Water Information System is an asset.
- Familiarity with ArcGIS Pro is an asset.
- Familiarity with provincial Acts such as the Ontario Water Resources Act and Clean Water Act is an asset.
- Strong organizational skills and good technical written and oral communication skills.
- Excel working in a team-driven environment.
- Valid Ontario driver's license and ability to travel to various locations within the Grand River watershed.

Competencies

Professional Judgement

Demonstrated ability in the area of critical thinking, analysis and assessment of implications, making connections of underlying issues and ownership of the outcome. Sound judgment resulting in fair, efficient and effective decision making, bringing clarity and resolution to complex and ambiguous situations. Recognize when to escalate appropriate situations to the next higher level of expertise. Able to make decisions in a timely manner. Make decisions after contemplating various available courses of action, other perspectives, and relying on experience and wisdom.

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. Complete work in a timely manner and stick to commitments.

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. Strong organization, project, and time management skills, including ability to meet deadlines and balance competing interests within timelines. Excellent attention to detail and ability to manage numerous projects simultaneously, while producing quality work. Interested in providing suggestions for improvements to the services offered or department. Aware of what legislation is relevant to the work/organization

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. Succinct written and verbal communication skills, enabling the message to be received accurately achieving the desired effect. Gather facts and pertinent information to gain an understanding before drawing conclusions. Knows when it is necessary and appropriate to seek out further information. Commitment to sharing ideas and working together; open to input and suggestions. Look for common ground amongst differences of opinion.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Develop and maintain partnerships with other employees with whom you work with. Build appropriate rapport; using diplomacy and tact to build constructive and effective relationships.

Compensation and Benefits

- Pay range starting at \$41.37 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: February 2026

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

Deadline for Applications: 4:00pm January 22, 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.