

THE CITY OF WATERLOO IS HIRING

Come work with us!



Wastewater Operator

Competition Number: 16196

Posting Status: Internal / External Job Posting

Number of Positions: 1

Job Status: Regular, Full Time

Hours of Work: 40 hours/week

Primary Work Location: Waterloo Service Centre

Hourly Range: \$30.99 - \$38.65 (Class D-Ib)*

Employment Group: CUPE 1542

Posting Release Date: May 8, 2025

Posting Closing Date: May 25, 2025

Why work with us:

The City of Waterloo is a rewarding place to work. Each day, you will support and/or participate in the delivery of services that impact residents of this city, making it a great place to live, work and play for everyone.

Home to two world-class universities, a top-ranked college, a tech ecosystem, entrepreneurs and small businesses, there is a readiness to do things differently in Waterloo. Our vision is to be a leader in sustainability and to build a future-ready community for all. We are committed to workplace wellbeing and providing an inclusive, safe and enjoyable work environment.

For more information about the City of Waterloo's **Strategic Plan, Vision, Values & Guiding Principles**, please click here: [City of Waterloo 2023-2026 Strategic Plan](#).

What we offer:

- Supportive and caring organization that promotes respect, inclusivity, health, safety and wellness;
- Dedication to the organization's commitment for Reconciliation, Equity, Accessibility, Diversity and Inclusion through ongoing training and access to related programs and workshops, opportunities to connect with others around topics of social justice and equity, and opportunities to be involved with the initiatives that guide this corporate journey;
- Certification as a Living Wage Champion;
- Fulsome employer-paid benefits package (extended health and dental care), including paid sick days, long-term disability, life insurance and an Employee and Family Assistance Program;
- Defined Benefit Pension Plan (OMERS) eligibility for all employees;
- Paid vacation and personal days, and the opportunity to bank overtime;
- Substantial internal and external training and development opportunities;
- Opportunities to get involved and give back to the community;
- Employee-wide events, activities, site visits, BBQs, etc.;
- Complimentary FitPass for City of Waterloo employees and family members for leisure, swim, and fitness drop-in programs; and,
- So much more!

waterloo.ca/careers



What you will do:

Reporting to Supervisor, Wastewater Operations and Maintenance in the City Utilities Division, your primary responsibilities will include, but are not limited to, the following:

- Perform preventative maintenance and emergency response activities on both the wastewater collection and water distribution systems (Class 2 facilities)
- Ensure compliance with all applicable regulations, including Ministry of Environment, Conservation and Parks (MECP) guidelines, and maintain required documentation and record keeping
- Participate in team development and implementation of operational/maintenance programs to meet divisional objectives and the needs of our customers and infrastructure
- Participate in the on-duty rotation (after-hours) for Operator in Charge (OIC) responsibilities in accordance with applicable certifications
- Provide functional and operational training as required

What you will bring:

- Grade 12 diploma or equivalent with thorough knowledge of both wastewater collection and pumping system standards, specifications, equipment, material, techniques and procedures
- MECP Certified Operator for Water Distribution and Wastewater Collection (Class 1 preferred); candidates with an Operator In Training (OIT) license and a **minimum** of six (6) months direct experience as an MECP Certified Operator in Wastewater may be considered. Related municipal experience is preferred.
- One to two (1 – 2) years of experience in a related field involving manual/physical labour and operation of power tools, vehicles and equipment.
- Walkerton Clean Water Centre (WCWC) Entry-level drinking water course would be an asset.
- Valid MTO ‘DZ’ class driver’s license in good standing with driver’s abstract acceptable to the City (maximum of 3 demerit points; maximum of 2 convictions within the previous 36 months; no driving related criminal code convictions within the previous 36 months; and no ignition interlock restrictions) is required to perform the job*
- Strong oral and written communication skills; basic computer/tablet knowledge is an asset
- Strong commitment to delivering quality customer service
- A passion for promoting and maintaining a healthy and safe workplace and the ability to work respectfully and effectively in a team environment
- Demonstrated commitment to Reconciliation, Equity, Accessibility, Diversity and Inclusion

What we will require:

- A Police Criminal Record and Judicial Matters Check satisfactory to the City
- Proof of your current and valid certificate(s), licenses and/or educational qualification, if applicable

Shift Information: Normal hours of work will be Monday to Friday, 7:00 am – 3:00 pm. Overtime and shift work may be required for operational reasons. Participation in a 24/7 on-duty rotation will be required subject to certification requirements.

***Classification/Hourly Rate Information:** Please note, wage classifications are based on the 2025 job rates and will be determined based on MECP Operator License(s) held at time of hire.

MECP Licenses Held	Hourly Rate of Pay*
WWC OIT	\$30.99
WWC 1 WD OIT	\$34.10
WWC 1 and WD 1	\$34.86
WWC/WD 2 and WWC/WD OIT	\$34.86
WWC/WD 2 and WWC/WD 1	\$36.94
WWC 2 and WD 2	\$38.65

*Rate of Pay after successfully completing probationary period.

***Please note, candidates without a valid MTO 'DZ' class license may be considered for this position in the absence of qualified applicants with the preferred class, however will be required to obtain their MTO 'DZ' class license within six (6) months of hire.*

Be You @ Waterloo (Our Commitment to Diversity, Equity, Inclusion and Belonging):

The City of Waterloo acknowledges that our work takes place on the land traditionally cared for by the Haudenosaunee, Anishnaabe and Chonnonton Peoples, and is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. The City is dedicated to advancing the organization's commitment to Reconciliation, Equity, Accessibility, Diversity and Inclusion and to reducing barriers to employment opportunities. Applications from members of historically underrepresented groups, including Black, Indigenous, racialized communities, women, persons with disabilities and members of 2SLGBTQIA+ are encouraged for positions at all levels within the organization. Candidates from historically underrepresented groups are encouraged to self-identify in their application.

Accommodations are available throughout all stages of the recruitment process in accordance with the Human Rights Code and other applicable legislation. We encourage applicants to access support(s) that may be needed. To request accommodation during the application process, please email recruitment@waterloo.ca, quoting the position and competition number. Applicants advancing to the next stages of the recruitment process will be provided with additional opportunities to make their needs known.