



THE REGIONAL MUNICIPALITY OF DURHAM

Works Department

Lab Group Leader (Organics) **(Regular Full-Time)**

Job ID: 22169
Job Number: 12A
CUPE Local 1764

Open: Jul 16, 2025 Close: Aug 14, 2025

Diversity, Equity and Inclusion Statement

The Region of Durham is committed to employment equity and is actively implementing measures to build and sustain an inclusive, barrier-free workplace that is reflective of the diverse residents it serves. We welcome applications from Indigenous Peoples, people from racialized communities, women, persons who live with disabilities, people from 2SLGBTQI+ communities and people with diverse identities.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants who live with disabilities.

Number of Available positions:

Vacancies: 01, regular full-time

Location

This position is located at the York Durham Environmental Lab, Pickering, Ontario.

Lab Group Leader (Organic) - REL

Reporting to the Laboratory Supervisor, the responsibilities of this position are to ensure work assigned to staff is performed in a safe manner, all regulatory and laboratory accreditation requirements are met, clients are provided data interpretation and analytical reports are correct and data is properly representative of the sample submitted, all deficiencies or data quality concerns are identified, and laboratory operations are maintained according to accredited procedures.

The incumbent will:

- Direct, coordinate and provide functional supervision of analytical activities of technical staff assigned to the Organic section
- Lead and provide technical guidance and assistance to laboratory staff and oversee the completion of assigned projects
- Ensure the laboratory's quality control system is in place, maintained and followed
- Monitor and maintain analytical methodologies and quality control/assurance systems as per accreditation (ISO 17025) and lab licensing (Safe Drinking Water Act) requirements
- Develop, implement and review lab methods and standard operating procedures
- Ensure all lab staff adhere to all safety policies, procedures and regulations
- Evaluate and report analytical results to clients and respond to client needs and requests in a timely manner
- Provide information and advice to clients and regional staff on services available, environmental regulations, sampling and testing protocols
- Ensure equipment, instruments and supplies are maintained and appropriate remedial action is taken to restore proper function
- Assist laboratory supervisor and superintendent in identifying staffing needs and establishing and preparing budgets
- Maintain current knowledge with regard to professional, technological, regulatory and accreditation issues
- Perform Organic chemistry testing

The successful applicant will possess:

- A 4-year university degree in Organic Chemistry (or equivalent disciplines) or an equivalent combination of education and experience.
- Registration or eligible for registration with ACPO (Association of the Chemical Profession of Ontario)
- At least five years related experience in laboratory QA and QC principles, practices and procedures as well as



experience performing analytical testing in the field of Organic Chemistry. Experience working in an environmental or ISO 17025 accredited laboratory is preferred.

- Knowledge and understanding of the Ontario Drinking Water Regulation, wastewater monitoring requirements, Lab Quality Assurance programs, Good Laboratory Practices, Quality Assurance, Quality Control, and CALA Accreditation guidelines, the Region's Purchasing By-Law and Corporate Health and Safety policies
- Experience working with Microsoft Office software (Word, Excel, PowerPoint, Outlook etc.), LIMS (Laboratory Information Management System) and PeopleSoft FIMS
- Excellent verbal and written communication, effective customer service, problem solving, analytical, presentation, project management, time management and organizational skills
- Ability to work independently and team leadership skills to foster a team work environment
- A valid Class "G" Ontario Driver's Licence

CUPE 1764 Salary Grade 9

This position is with Salary Grade 9 and will be paid at the following hourly rates:

- Start: \$53.87 - Six Month: \$56.87 - Job: \$59.86

Conditions of Employment

Proof of education, qualifications and any other job bona fide requirements will be required prior to start date.

External Application Process

Come find a home where exciting and rewarding careers are balanced with your lifestyle. We thank all applicants; however, only those being considered will be contacted. Please apply online (www.durham.ca) no later than midnight (Eastern Standard Time) on the closing date indicated on the Job Posting.

The Region of Durham is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. If contacted for an employment opportunity and you require accommodation, or if this information is required in an accessible format, please contact us at: RecruitingHelp@durham.ca and a Recruiter will provide appropriate assistance pursuant to the Region's Accommodation and Accessibility policies. Please note that resumes should not be sent to RecruitingHelp@durham.ca.

Follow us on social media @RegionofDurham