

Manager, Water

Role Profile



OUR COMMUNITIES. OUR HOME.



TOGETHER WE ARE

Lakeshore

The Municipality of Lakeshore is a fast-growing municipality in Essex County, Ontario, delivering a broad range of municipal services that support a high quality of life for its residents, businesses, and visitors. Lakeshore is responsible for critical infrastructure and community services, including water and wastewater treatment, roads, drainage, parks and recreation, fire services, planning and development, and environmental stewardship. Positioned along the shores of Lake St. Clair and within the Windsor census metropolitan area, Lakeshore combines strong rural roots with thriving urban communities and continues to be one of the region's most desirable places to live and work.

Lakeshore is guided by values rooted in organizational excellence, accountability, innovation, and service to the public. Through its strategic priorities, the municipality emphasizes sustainable development, infrastructure renewal, environmental protection, financial stewardship, and the continuous improvement of municipal operations.

With a staff complement of approximately 200–300 employees, the Municipality of Lakeshore operates a diverse and technically skilled workforce delivering essential services to a population of over 40,000 residents across a geographically broad and environmentally sensitive area.

As Lakeshore continues to grow and invest in its infrastructure, the municipality is seeking a Manager, Water to lead one of its most critical service areas. This role provides strategic and operational leadership for the municipality's water supply and wastewater collection and treatment systems. The role must also ensure all locate requests are managed effectively, and safely.

Furthermore, the Manager will oversee regulatory compliance, operational performance, capital planning, budgets, contracts, and staff leadership, ensuring the safe, sustainable, and efficient delivery of drinking water and wastewater services

This is a unique opportunity for an experienced water and wastewater professional to play a pivotal leadership role in a growing municipality with modern facilities, significant capital projects, and increasing service demands.

Manager, Water

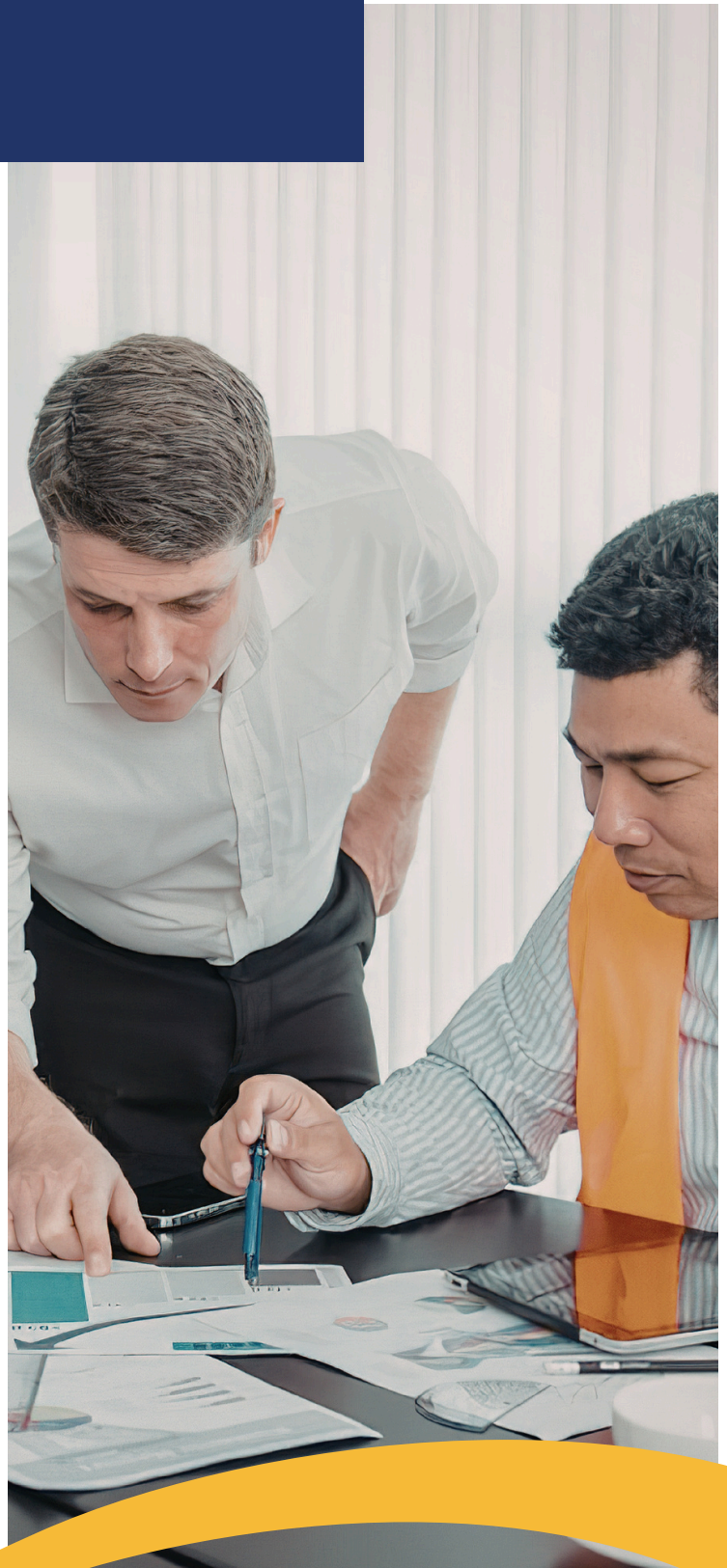
Role Summary

The Manager, Water is a senior technical and operational leader within the Municipality of Lakeshore, reporting to the Executive Director, Infrastructure Services. This role is accountable for the overall management, administration, and regulatory compliance of the municipality's water and wastewater services, ensuring the safe, reliable, and efficient delivery of essential infrastructure that supports public health, environmental stewardship, and community growth.

As Manager, Water, you will provide strategic and hands-on leadership across all aspects of the municipality's water and wastewater systems, including treatment, distribution, collection, pumping, and associated facilities.

You will oversee operations, maintenance, engineering design projects, and capital initiatives, while ensuring full compliance with provincial legislation and Ministry of the Environment, Conservation and Parks (MECP) regulations. Through sound judgment and technical expertise, you will balance daily operational demands with long-term infrastructure planning and lifecycle management.

You will lead and support a multidisciplinary team of supervisors, operators, and administrative staff, fostering a culture of professionalism, safety, accountability, and continuous improvement. Working within a unionized environment, you will ensure that training, certification, and performance management processes are in place to maintain high standards of service delivery and regulatory compliance, while supporting the ongoing development of staff.



About the Role

Number of Direct Reports: 4

Working Arrangements: On-site


Travel Requirements: Primarily working in the office, some travel may be required

Core Responsibilities

Strategic Leadership

- Provide overall leadership and strategic direction for the Municipality of Lakeshore's water and wastewater services, ensuring alignment with municipal objectives, policies, and regulatory requirements.
- Develop and oversee long-term and short-term operational and capital plans for water supply, drinking water quality management, wastewater collection, and treatment systems.
- Establish divisional goals, priorities, and performance objectives to ensure effective service delivery and regulatory compliance.
- Lead and support continuous improvement of operational practices, systems, and processes to enhance efficiency, sustainability, and service reliability.
- Provide professional advice, recommendations, and reports to Council, senior leadership, and external agencies on water and wastewater matters.

Operational Oversight

- Lead and oversee the Municipality's Water Supply System, Drinking Water Quality Management System (DWQMS), and Wastewater Collection and Treatment Systems.
 - Ensure the effective operation, maintenance, and lifecycle management of all water and wastewater facilities, infrastructure, equipment, and systems.
 - Establish and enforce internal locate procedures to ensure consistent handling of incoming locate requests, emergency locates, and re-locates across the water/wastewater division.
 - Oversee engineering design projects, operational activities, and maintenance programs to ensure uninterrupted, safe, and compliant services.
 - Ensure accurate record keeping, monitoring, and analysis of operational and statistical data related to system performance and compliance.
 - Respond to and manage emergency situations related to water and wastewater operations, ensuring timely decision-making and resolution.
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About the Role

Core Responsibilities

Risk Management

- Ensure full compliance with all applicable legislation, regulations, and standards, including the Safe Drinking Water Act, Ontario Water Resources Act, and MECP requirements.
- Track, manage, and ensure completion of all required regulatory reporting, inspections, audits, and documentation.
- Develop, implement, and monitor divisional policies, procedures, and processes to support compliance and operational excellence.
- Oversee operator certification, training, and licensing requirements to maintain compliance with provincial regulations.
- Ensure occupational health and safety compliance across the division in accordance with OHSA, WHMIS, and municipal policies.

Financial Management

- Develop, administer, and monitor the divisional operating and capital budgets, including lifecycle planning and expenditure controls.
- Prepare and manage grant applications, tenders, and contracts related to water and wastewater operations and capital projects.
- Oversee and administer contracts, including agreements with the Ontario Clean Water Agency (OCWA) and other service providers.
- Monitor financial performance, analyze variances, and work with finance staff to ensure fiscal accountability and reporting accuracy.
- Approve expenditures within delegated authority and provide recommendations for approvals beyond established thresholds.

Stakeholder Engagement

- Work collaboratively with other municipal departments to support coordinated infrastructure planning, project delivery, and service provision.
 - Represent the Municipality at external committees, working groups, and agencies, including source protection and regional water authorities.
 - Liaise with provincial ministries, regulators, consultants, contractors, and service providers to ensure compliance and effective service delivery.
 - Respond to inquiries from Council, stakeholders, and the public, addressing concerns and providing technical guidance as required.
 - Support departmental and corporate initiatives and contribute to broader municipal priorities.
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What You'll Need for Success

Experience

- Minimum seven years of progressive experience in a supervisory or management role, preferably within a municipal environment, with direct responsibility for water and wastewater treatment, distribution, collection, and related infrastructure systems
- A Civil, Environmental, or Water Resources Engineering degree from a recognized university, or a Certified Engineering Technologist designation combined with a minimum Class 3 Water Operator licence (or eligible).
- Demonstrated expertise in leading complex water and wastewater systems, including drinking water quality management systems (DWQMS), regulatory compliance programs, and continuous improvement of operational processes.
- Strong experience managing operating and capital budgets, including lifecycle planning, financial variance monitoring, and oversight of contracts, tenders, and service agreements such as those with the Ontario Clean Water Agency (OCWA).
- A track record of guiding large-scale infrastructure projects and operational teams through regulatory, operational, and organizational change while maintaining service reliability and public safety.
- Highly developed ability to collaborate with senior leadership, Council, regulatory bodies, provincial ministries, contractors, and external agencies to achieve compliant, efficient, and community-responsive water and wastewater services.

Skills and Strengths

- Confident and accountable leadership style that provides clear direction, guidance, and support to operational and supervisory staff while fostering a culture of safety, professionalism, and continuous improvement across the division.
- Strong relationship builder with the ability to collaborate effectively with staff, senior leadership, Council, regulators, contractors, and external agencies to deliver reliable, compliant water and wastewater services.
- Strategic and systems-oriented thinker with a proven ability to balance long-term infrastructure planning, regulatory compliance, and day-to-day operational demands in a complex municipal environment
- High level of technical and regulatory acumen in water and wastewater treatment, distribution, and collection systems, coupled with sound judgment in risk management and emergency response situations.
- Demonstrated integrity, professionalism, and fiscal responsibility in managing public infrastructure, budgets, contracts, and regulatory obligations while maintaining public trust and safety.

The Rewards of Leading at This Level

Base Salary Range:
\$125,000 - \$147,000

**Comprehensive benefits package,
including:**

- Green Shield health benefits
Short-Term/Long-Term Disability
via Sunlife
- OMERS pension plan

**A generous time-off package
inclusive of vacation, seven paid
sick days, and paid time off in
lieu of working overtime.**



Step into a leadership role where your expertise safeguards essential services, shapes sustainable growth, and makes a lasting impact on the community.

Apply to become Lakeshore's next Manager, Water today!

If you believe that you have the skills, experience, and desire to be Municipality of Lakeshore's Manager, Water, we want to hear from you! Please send your cover letter and resume in a single document to recruiting@ahria.ca.

We are committed to excellence in serving all clients including people with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act (AODA).

Municipality of Lakeshore is an equal opportunity employer. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.


If you have additional questions about this role, please contact:

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