

Wastewater Operator

Competition Number: 24860

Primary Work Location: Waterloo Service Centre

Posting Status: Internal & External Job Posting

Hourly Range: \$35.12 - \$39.72 (Class G-Ib)*

Number of Positions: 1 (Current Vacancy)

Employment Group: CUPE 1542

Job Status: Regular Full Time

Posting Release Date: August 13, 2026

Hours of Work: 40 hours per week

Posting Closing Date: August 28, 2026

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, sustainability, 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.
- A commitment to environmental sustainability as demonstrated in many plans and policies. For example, we are working towards reducing our corporate greenhouse gas emissions to net-zero by 2050, with real progress underway.

- Certification as a Living Wage Champion with fulsome employer-paid benefits package (extended health and dental care), including paid sick days, long-term disability, life insurance, Employee and Family Assistance Program and Maternity/Parental Leave Top-Up.
- Defined Benefit Pension Plan (OMERS) eligibility for all employees.
- Up to 10 paid Reservist Leave days per year, with single contribution OMERS buyback option for any unpaid time.
- Flexible work schedules, paid vacation and personal days, and the opportunity to bank overtime.
- Easy and sustainable commuting options through the TravelWise program, which offers public transit discounts and a dedicated carpool network for employees.
- Substantial internal and external training and development opportunities along with opportunities to get involved and give back to the community.
- Enjoyable employee-wide events, activities, site visits, BBQs to connect with co-workers.
- Complimentary FitPass for access to leisure, swim, and fitness drop-in programs for employees and family members.

...And so much more!

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 system and pumping station 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 licence 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 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 2026 job rates and will be determined based on MECP Operator License(s) held at time of hire.

***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 traditional territory of the Neutral, Anishinaabeg and Haudenosaunee 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 2SLGBTQ+ 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 a recruitment process will be provided with additional opportunities to make their needs known.

Our use of AI during recruitment:

Our applicant tracking system includes artificial intelligence (AI) features, such as tools that highlight relevant work history or suggest potential job matches. These features are built into the system and may be visible to staff. AI does not make any screening or hiring decisions, and all decisions about interviews and hiring are made by City staff in accordance with applicable City policies and procedures.