Why Windsor?

Forward. Together. — Discover a career that connects purpose with possibility. At the City of Windsor, our employees thrive in a collaborative environment that values organizational excellence, community impact, and offers competitive benefits that supports professional growth. Located in Southwestern Ontario on the banks of the Detroit River and Lake St. Clair, Windsor is just minutes from downtown Detroit, Michigan and the north shores of Lake Erie, which is home to over 25 local wineries, craft breweries and distilleries. Windsor boasts world class entertainment, state-of-the-art facilities, iconic food, temperate climate, magnificent waterfront parks & gardens and an innovative workforce with demonstrated capacity in automotive, advanced manufacturing, transportation, life sciences, education and tourism. With affordable living, a diverse community, and a growing economy, Windsor offers a lifestyle as fulfilling as the work we do. Come join a team that reflects the city it serves.

Job Title: Wastewater Treatment Operator - Class II, III & IV

Job Posting Number: 2026-0390

Posting Type: External

Posting Period: Friday, November 6, 2026, at 8:30 a.m. to Thursday, November 26, 2026, at 4:30 p.m.

Department: Pollution Control

Union: C.U.P.E. Local 82

Position Status: Regular Full-Time

Job Code: 82064

Grade/Class: EA4 – Band 10A

Number of Positions: Up to 2

Rate of Pay: $35.63 - $38.86 per hour

Hours of Work per Week: 40 hours

Shift Work Required: Yes

Duties and Responsibilities:
Reporting through the Chief Wastewater Treatment Operator to the Plant Manager and/or Designate, this position:

- Assist in the operation, on a three shift rotating and/or single shift basis, of the controls of the LRWRP and/or LRPCP Plants or portion thereof.
- Carryout the preventative maintenance, cleaning and housekeeping of all allied equipment and facilities.
- Carry out the following as directed by and to assist the Plant Chief Wastewater Treatment Operator.
- Regularly inspect and monitor plant processes and equipment and make adjustments as necessary.
- Record, log and/or otherwise input plant data into the plant record-keeping system.
- Exercise equipment, rotate equipment operation, monitor and ensure correct operation of all plant equipment.
- Receive, log and report complaints from the general public; perform a variety of tests and analyses required to properly monitor and maintain the sewage treatment processes.

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Duties and Responsibilities Continued:

- Start, stop, adjust, control and otherwise operate plant equipment and processes, locally at the equipment, via relays switches, or through an Operator Interface Terminal, as appropriate.
- Assist other Environmental Services Divisions as necessary; observe safety regulations at all times and maintain amiable relations with the public and fellow staff.
- Will perform Occupational Health & Safety duties as outlined in the Corporation's Health and Safety Program.
- Will perform other related duties as required.

Qualifications:

- Must have an Ontario Secondary School Graduation Diploma, plus two (2) years of post secondary education from a Community College as outlined in Note #1 below, or Ontario Ministry of Education equivalency;
- Must hold a valid Class II, III or IV Wastewater Treatment License in accordance with Regulation 129/04 under the Ontario Water Resources Act.
- As a condition of employment, must pass Ministry of Environment Certificate examinations, to progress to a Class IV Certification in Wastewater Treatment as per the C.U.P.E. Local 82 Collective Agreement, Pollution Control Branch, Certification Procedure, which states as follows:
    - Wastewater Treatment Operators must progress in Certification level to a Class IV by obtaining the necessary experience and passing the Certification examinations as follows:
        (i) A Class III exam must be written prior to completion of one (1) year at a Class II rate, subject to exam availability (See Note # 2 below);
        (ii) A Class IV exam must be written prior to completion of one (1) year at a Class III rate, subject to exam availability (See Note # 2 below);
- Must pass the mechanical comprehension test designated by the Corporation in order to be the successful candidate;
- Must hold and maintain a current valid and lawful Class 'G' Driver's License in accordance with the Highway Traffic Act for the purposes of operating a City of Windsor vehicle, and provide a driver's abstract as a condition of employment;
- Must wear all required PPE (Personal Protective Equipment) and be fit-tested to SCBA (Self Contained Breathing Apparatus) and respirators;
- Should have knowledge of the Occupational Health and Safety Act, its regulations and knowledge of the hazards associated with work;

Note #1: Recognized programs would be one of:

- Engineering (Chemical, Civil, Mechanical, Electrical and Environmental)
- Power Engineering Technology
- Industrial Apprenticeship Programs (Electrician, Millwright, Instrumentation and Control)
- Science (Biology, Microbiology, Chemistry, Hyrdrogeology, Environmental Technologist and Lab Technologist)
- Any other educational equivalencies as determined by the Director of the Ministry of Environment.

Note #2: Additional education is required at the Class III and Class IV levels as stipulated by the Ministry of the environment in accordance with O. Reg 129/04.

Physical Demands:

- The physical demands analysis associated with this job indicates a light to heavy level of work;
- Must complete a post-offer agility test in an effort to assist the successful candidate in completing the position tasks safely and to aid in minimizing injuries on the job.

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The City of Windsor is an equal opportunity employer committed to fostering a workplace that reflects the diverse community we serve.

How to Apply:

- An online application is available at the City of Windsor career website at www.CityWindsorCareers.ca and the application must be completed and submitted by no later than the noted posting period. Internet access is available at your local library branch.
- If you require assistance to apply online, please contact recruitment@citywindsor.ca or call (519) 255-6515.
- The City of Windsor strives to protect all personal information submitted via the internet in response to job postings. We will not ask you to provide your social insurance number or banking or other financial information. Sometimes things happen that are beyond our control. We cannot guarantee that data in our system is immune from unauthorized access. Please have this in mind when you decide to respond to job postings.

Note:

- **Only those applicants selected for an interview will be acknowledged**
- We offer a smoke-free and scent-safe office environment
- Personal information is collected under the authority of the Municipal Act, c. 25 as amended, and will be used to determine eligibility for employment.

In accordance with the Accessibility for Ontarians Act, 2005 and the Ontario Human Rights Code, the City of Windsor will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. If selected to participate in the recruitment, selection and/or assessment process, please inform the City of Windsor Human Resources staff of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.