Job Posting
Water Operator – Class II

Job Posting #: 2026 – 22
Hourly Rate (CUPE): $37.00 (2026 rate) / $38.57 (2027 rate) / $40.21 (2028 rate)
Location: Hamilton Township – Water Treatment Facilities

The Township of Hamilton is a vibrant rural community nestled between Lake Ontario and Rice Lake in Northumberland County, one hour east of Toronto and next door to the Town of Cobourg. With a population of approximately 11,000 residents the Township offers a delightful blend of the Oak Ridges Moraine, active farms, residential subdivisions and estates, historic villages, waterfront, and tourism.

The Township is situated within the traditional territory of the Mississauga Anishinaabeg and Chippewa nations, collectively known as the Williams Treaties First Nations. Our work on these lands respectfully acknowledges their resilience and their longstanding contributions to the area now known as the Township of Hamilton.

All positions in the Corporation of the Township of Hamilton support the Township's vision of making life better every day by creating a vibrant and sustainable community we are all proud to call home. Employees demonstrate empathy and respect in all interactions, are committed to service excellence.

As part of our mission to provide effective and efficient services to our residents, the Township is now accepting resumes from qualified applicants for a **newly created Water Operator – Class II** position.

Why join our Water team?

This is a unique opportunity to work in a municipality with **two small drinking water systems,** allowing operators to take a hands-on approach to water treatment while maintaining a manageable workload and strong operational oversight.

Position Highlights:

- **Water-focused work only with responsibility for 2 small drinking water systems (**Camborne has 73 connections, and Baltimore's Creighton Heights has 507 connections)
- **No wastewater facility responsibilities**
- **Opportunity to work closely with the Lead Hand – Water and play a key role in the future of the department.**
- **Diverse and meaningful work with direct impact on the community's drinking water supply.**
- **Predictable work schedule and strong work-life balance**

Additional benefits:

- Ability to bank **up to 50 hours of banked time** annually.
- **Standby pay**
  - Weekdays **$26/day**
  - Weekends **$45/day**

  (rates increase annually over the term of the collective agreement)
- **Seasonal work schedules (either schedule is 40hr/week)**
  - Summer Hours –approx. April to November – Monday through to Thursday
  - Winter Hours –Monday to Friday, with Fridays ending at 11:45am.
- **Comprehensive benefits package.**
- **OMERS pension plan.**

Join our team!
Whether you are an experienced operator looking for a new opportunity or someone seeking greater involvement and responsibility within a close-knit team, this position offers the chance to make a meaningful contribution while enjoying schedule flexibility, professional growth, and a supportive work environment.

Responsibilities:

- Responsible to ensure compliance with all applicable Provincial and Federal legislation and standards related to drinking water systems.
- Act as the Operator in Charge (OIC) for the Hamilton Township water systems.
- May act as alternative Overall Responsible operator (ORO) in the absence of the Manager and/or Lead Hand – Water.
- Participate in Ministry of Environment Conservation and Parks (MECP) compliance inspections.
- Operate and monitor computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water.
- Monitor and inspect plant equipment and systems to detect equipment malfunctions and to ensure plant systems are operating normally.
- Read flow meters, gauges and other recording instruments to measure water output and consumption levels, bacterial content, chlorine.
- Collect and test water samples for chemical and physical parameters, analyze test results and instrument readings and make adjustments to plant equipment and systems to ensure quality control.
- Complete and maintain plant logs, reports and statistics.
- Perform minor maintenance tasks and assist skilled tradespersons with installation and repair of plant machinery.
- Measure, mix and transport chemicals to maintain feed stocks.
- Complete daily water testing and facility operations.
- Perform security checks in plant and on grounds.
- Complete all tasks related to the effective operation and maintenance of the Hamilton Township water distribution systems. This includes water disconnects and reconnects, mainline valve operations, fire hydrant flushing and repairs.
- Effectively operate locating equipment to complete utility locates for underground water infrastructure.
- Complete water meter readings as required.
- Complete water meter replacements and maintenance as required.
- Maintain water service locate records.
- Respond to public enquiries regarding water quality issues and emergencies.
- Contribute to the long-term planning of drinking water systems.
- Act as the liaison with outside contractors and external agencies.
- Ensure operations, maintenance and capital works meet and/or exceed all applicable government legislation and regulations including, but not limited to Ministry of Environment, Conservation and Parks (MECP), Ministry of Labour, Ministry of Transportation, Occupational Health and Safety (OHSA), DWQMS, Book 7, Accessibility for Ontarians with Disability Act (AODA), Workplace Hazardous Materials Information System (WHMIS).
- Provide mentorship and coaching to Water Operator – level I, and/or Water Operator in Training (OIT)
- Investigate and accurately document customer concerns and complaints and respond according to Municipal Policies and Procedures.
- Perform administrative duties such as data entry and report writing.
- Be part of the On-Call schedule for Water Operations and provide after-hours response to a variety of issues including but not limited to alarms, emergencies and costumer complaints.
- Other duties as assigned.

Knowledge Requirements:

- Highschool Diploma or equivalent education.
- Valid Class II Water Treatment License.
- Valid Class II Water Distribution License.
- Minimum three (3) years' experience working in a municipal environment.
- Valid Ontario G Driver's license.
- CPR/First Aid
- Proficient in the use of Microsoft Office software, Internet, and Water Operations software; eRIS and Supervisory Control and Data Acquisition (SCADA).
- Excellent communication skills, both verbal and written.
- Proven organizational and time management skills.
- Proven ability to successfully collaborate with the public, outside contractors and external agencies/organizations.
- Ability to read and understand technical drawings, Piping and Instrumentation Diagrams (P&IDs), and electrical line drawings.
- Excellent understanding of ladder logic and instrumentation wiring.

Please note: *After reviewing the qualifications listed above, we want you to know that we understand you may not meet all the qualifications described, but we still encourage you to apply, as you may have other relevant expertise and experience that you can bring to the role.*

The Corporation of the Township of Hamilton is an Equal Opportunity Employer. For more information, please review our careers webpage.

The Corporation of the Township of Hamilton is committed to providing barrier-free and accessible employment practices in compliance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted to schedule an interview and we will work with you to meet your needs.

Interested applicants should forward a PDF copy of their cover letter and resume (one document preferred) in confidence to the attention of hr@hamiltontownship.ca by 4 pm on Friday, December 18, 2026.

The Township of Hamilton does not use artificial intelligence (AI) to screen, assess, or select candidates in its recruitment process. All applications are reviewed and assessed by Human Resources and the hiring manager.

While we appreciate all applications, only those to be interviewed will be contacted. We do not retain unsolicited applications.

The Corporation of the Township of Hamilton
PO Box 1060 – 8285 Majestic Hills Drive
Cobourg, ON K9A 4W5