City of PICKERING

One Team. One Vision. Infinite Possibilities

Employment Opportunity

The City of Pickering is committed to creating an equitable, diverse and inclusive workplace and strives to foster a sense of belonging, empowerment and respect among all employees and community members. We recognize and value that diverse perspectives, skills, backgrounds, and lived experiences contribute to the growth and strength of our organization and community. As such, we welcome and encourage applications from Indigenous Peoples and equity-deserving communities including women, persons with disabilities, racialized persons, persons who identify as 2SLGBTQI+, and other diverse communities.

Senior Water Resources Engineer

Department:	Engineering Services
Classification:	1 Full-time, Permanent
Affiliation:	Non-Union
Vacancy Reason:	Vacant Existing Position
Shift/Hours:	Monday to Friday, 35 hours per week
Salary Range:	$114,132.20 to $126,526.40 annually
Work Location:	City Hall, One the Esplanade South, Pickering, ON
Date Posted:	Tuesday, November 3, 2026
Deadline to Apply:	Tuesday, November 24, 2026

Job Summary

The City of Pickering is seeking a dedicated and motivated individual to join our team in the role of Senior Water Resources Engineer.

The incumbent is primarily responsible for the review and preparation of technical comments on development applications as it relates to water resources and stormwater management matters. Reviews and manages, or assists the Manager in the review and management of projects/major studies dealing with the assessment and functionality of the municipality's stormwater infrastructure and natural watercourses; master drainage plans and Class Environmental Assessments related to stormwater management, water resources, water and wastewater; and other environmental issues.

Primary Responsibilities

- Undertakes detailed review and examination of materials submitted in support of development applications (i.e. Official Plan Amendments, Master Environmental Servicing Plans, Functional Stormwater Servicing Reports, Draft Plans, Site Plans, etc.) and prepares written technical comments.
- Prepares terms of reference for engineering consulting assignments for projects and major studies related to the evaluation, optimization and rehabilitation of all municipal water resources and stormwater management infrastructure, including stormwater management ponds, minor and major storm drainage systems, including natural watercourses. Reviews and manages, or assists the Manager in the review and management of the project and/or study from Environmental Assessment phases to tender documents and contract administration including reviewing consultant proposals, public display material, detailed design drawings and technical reports to ensure that all work is completed in compliance with terms of reference and purchase order.
- Prepares technical reports as well as Reports to Council for approval of requests for proposals/quotations/tenders for studies, master plans, and other water resources and stormwater management related issues.
- Conducts technical assessments and analysis of master drainage plans, detailed stormwater management studies, engineering drawings, and Class Environmental Assessments related to Municipal servicing (water, sanitary and stormwater) to ensure adherence to current Municipal guidelines and standards as well as provincial legislation and guidelines.
- Collects, analyzes and reports on water resources and stormwater management information collected for the purpose of ensuring the appropriate operations and maintenance of infrastructure. Prepares and coordinates maintenance and monitoring protocols and programs.
- Receives, investigates and responds to internal and public enquiries, concerns and complaints regarding water resources and stormwater management infrastructure. Meets with affected parties as required and recommends solutions or corrective actions; reports problematic issues to superiors in a timely manner, indicating the problems and recommending solutions for their rectification.

Additional secondary responsibilities may apply and will be outlined in the Job Description, which will be provided to candidates selected for an interview.

Education and Experience

- Bachelor's degree in Civil, Water Resources or Environmental Engineering.
- Registered as a Professional Engineer in Ontario in good standing.
- Five years of progressively responsible experience related to water resources and environmental engineering related to the municipal environment with significant emphasis on stormwater management issues.
- Experience with operating and maintaining a monitoring program for stormwater ponds would be an asset.

Knowledge, Skills and Abilities

- Sound organizational, analytical, problem solving, project management, presentation, business/technical writing and customer service skills.
- Proven motivational, leadership, interpersonal, team building and conflict resolution skills.
- Demonstrated proficiency in the use of personal computers and Windows based software applications in word processing, spreadsheet and database management.
- Above average communications skills, including the ability to express thoughts clearly and concisely both verbally and in writing.
- Working knowledge of current stormwater management modelling techniques, such as Visual OTTHYMO, HEC-RAS, OTTSWMM, PCSWMM, associated with design and analysis.
- Broad knowledge and understanding of civil engineering principles related to hydrology, hydraulics and stormwater management.
- Must be willing to be trained and certified in the Corporation's Confined Space Entry Policy, First Aid and CPR procedures in order to undertake installation of monitoring equipment in storm sewer systems.
- Working knowledge and application of Federal and Provincial regulations and requirements including but not limited to the *Environmental Assessment Act*, Ministry of the Environment Stormwater Management Bests Management Practices Manual, *Lakes and Rivers Improvement Act*, *Ontario Water Resources Acts, Environmental Protection Act, Federal Fisheries Act.*
- Required to maintain a current knowledge of water resources engineering, stormwater management and environmental management, including relevant regulations, legislation and standards.
- Ability to establish and maintain effective business relationships with consultants, employees, elected officials, agencies and members of the public.
- Must be prepared to undergo a Criminal Reference Check as a condition of employment.
- Must have a personal vehicle for use in the performance of duties and possess a valid Class "G" Ontario Driver's Licence. Must provide consent to conduct regular driver's abstracts through the Ministry of Transportation. A clean driving record is preferred.
- Must be prepared to work after regular business hours, and on weekends as required.
- Must be medically and physically fit to perform the duties of the position.

Compensation also includes a comprehensive benefits package, and an OMERS pension plan.

Qualified candidates may complete an **online application form** where you will be required to upload your resume and cover letter (PDFs only). We thank all applicants for their interest, however, only those selected for an interview will be contacted. In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, personal information is collected under the authority of the *Municipal Act* and is used for the purpose of candidate selection.

The City of Pickering is committed to inclusive and barrier-free employment practices, and to creating a workplace that reflects and supports the diversity of the community we serve. Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act*. Accessible formats and supports can be requested. For assistance, please contact the Human Resources Department at 905.420.4627 or hr@pickering.ca.

Pickering: A complete, world-class city… inclusive, connected, caring and prosperous.