

## Highlights of the job

EPCOR's Commercial Services group is looking for a **Certified Distribution & Collection/Water Treatment Operator [Full-Time Permanent]** to join our dynamic Commercial Operations team in beautiful **Canmore, Alberta**. This opportunity is open to both internal and external candidates. *Current EPCOR employees, please apply using your "@epcor.com" email address.*

At EPCOR, we're not just treating water – we're shaping the future of sustainable communities. If you are passionate about protecting public health and the environment and thrive in a role where your work directly impacts the safety and well-being of communities – this is your chance to be part of a forward-thinking utility that's leading the way in water and wastewater innovation! If you're committed to safety, operational excellence, and making a meaningful difference every day, we want to hear from you.

As a **Certified Distribution & Collection/Water Treatment Operator**, you will report to the Lead Hand Operator and play a vital role in the daily operations of our **Level III Wastewater Treatment Plant, Level II Water Treatment Plant, and Level III Distribution and Collection systems**. You will also ensure all activities align with our **ISO 14001-certified Environmental Management System**, helping us maintain the highest environmental and safety standards.

## What you'd be responsible for

Reporting to the Lead Hand Operator, your key accountabilities are, but not limited to:

- Ensuring all work is being performed in compliance with EPCOR's Health, Safety & Environmental (HS&E) policy, Ethics and Compliance standards, and ISO 14001 requirements.
- Operating and troubleshooting water treatment, distribution, and collection systems while monitoring and adjusting processes to optimize water quality, quantity, and reliability.
- Collecting samples and data for regulatory and operational reporting, performing lab analyses, and making process control adjustments based on SCADA and lab data.
- Supporting maintenance activities by lubricating, adjusting, and cleaning equipment; flushing and cleaning mains; and maintaining accurate daily logs.
- Installing and reading water meters, conducting line locates and leak detection, inspecting and repairing hydrants, manholes, pressure valves, and drywells, and responding to frozen services, sewer flushes, and line breaks.
- Collaborating with staff to meet all Approvals to Operate requirements, maintaining quality control on records, and preparing reports aligned with operational guidelines.
- Managing sludge treatment and disposal processes in accordance with environmental and operational standards.
- Developing and maintaining Standard Operating Procedures and updating system drawings to reflect current infrastructure.
- Managing external contractors and ensuring adherence to all internal and external regulations.
- Participating in internal and external compliance audits and contributing to continuous improvement initiatives.
- Responding to client and public inquiries with professionalism and tact.

## What's required to be successful

### Qualifications:

- A **Grade 12 diploma** (GED, or equivalent level of secondary education); a Water and Wastewater Technician Certificate/Diploma from a recognized educational institution is considered an asset.
- A **Minimum of Level II Certification** in the areas of Water Treatment, Water Distribution, Wastewater Treatment, and Wastewater Collection is required.
  - Individuals possessing less than this level of certification may be considered at a developmental level and aspire to upgrade certification in the disciplines of Water/Waste Water Treatment, Water Distribution Wastewater Collection within 12 months of hire.
- A valid Canadian Class 5 Motor Vehicle Operator's License with 6 or fewer demerits at the time of hire is required; Prior unsafe driving infractions may result in non-selection.
- Candidates must be eligible for an EPCOR driver's permit and may be required to provide a 5-year Commercial Driver's Abstract at the time of hire; **GDL licenses are not accepted**, and a Class 3 license with Q endorsement is considered an asset.

#### **Experience that includes:**

- **3+ years of experience** in a water or wastewater treatment plant and distribution and collection is required, preferably in Level II or higher certified facility.
- Proven ability to perform laboratory testing and quality control with strong attention to detail and adherence to high standards.
- Solid understanding of Canadian HS&E regulations and ISO 14001 standards.
- Demonstrates required proficiency in Microsoft Excel, including the use of formulas and foundational mathematical concepts essential for data analysis and reporting.
- Experience with SCADA systems, asset management software (e.g., IVARA, SAP), and Microsoft Office applications is highly valued. Familiarity with Power BI and HACH WIMS is considered an asset.

#### **Behaviours:**

- High level of results orientation, attention to detail, and commitment to quality service and operational excellence.
- Communicates effectively both verbally and in writing, with the ability to convey technical and operational information clearly.
- Works well independently and collaboratively, taking initiative and ownership of tasks through to completion.
- Applies planning, organizational, and problem-solving skills to manage priorities and respond to operational challenges.
- Strong leadership and the ability to guide and motivate other operators would be considered an asset.
- Fosters a respectful, inclusive, and safety-conscious work environment where ideas are welcomed, and trust is built.

#### **Job Requirements and Conditions:**

- Must meet the **physical demands of the role**, including working outdoors in all weather conditions and **wearing a ½ mask respirator** is required.
- Must successfully **complete and obtain clearance on pre-placement medical and drug and alcohol testing**.
- If you are considered for the position, **clearance on all applicable background checks (which may include criminal, identity, educational, and/or credit) and professional reference checks is required**. Some EPCOR positions require an enhanced level of background assessment, which is dictated by law. These positions require advanced criminal record checks that must also be conducted from time to time after commencement of employment.

## **Our Commitment to Safety:**

At EPCOR, health and safety are at the core of everything we do. We are committed to maintaining a zero-injury workplace culture. As such, we expect all candidates to demonstrate a high level of safety awareness and consistently follow safe work practices. Active participation in safety training and other job-related development programs is also required.

## **Other important facts about this job**

**Jurisdiction:** Out of Scope Hourly (OSH)

**Wage:** are on a matrix scale recognizing certification levels and will be determined at the time of offer

- Final wage and step will be determined at the time of selection and is based on a combination of factors as outlined on the wage grid.
- If a candidate is hired at the developmental level starting wage will be determined at the time of selection and is based on a combination of factors as outlined on the wage grid.

**Hours of work:** 8 hours a day; 40 hours weekly (7:30AM – 16:30PM with one hour lunch time).

- Overtime, weekend, and shift work may be required.
- Must participate in the on-call rotation system (30-minute response time required – temporary accommodation provided in Canmore for individuals residing outside of the Bow Valley).

**Location:** This position is located in Canmore, Alberta at the Wastewater Treatment Plant.

**Application deadline:** Due to operational needs, the position for Operator may close any time. We will be reviewing applications, conducting pre-screening, and booking interviews with candidates throughout the duration of the posting. We wish to thank all that have applied for your interest; however, only those candidates proceeding will be contacted (via email and/or phone).

EPCOR Employees: Please ensure that you are using your “@epcor.com” email address.

**Bow Valley Housing Allowance:** Candidates who choose to reside in Canmore, Exshaw, Deadmans Flats, Lac des Arcs, Harvie Heights or Banff are eligible to receive the Bow Valley pay supplement.

**Relocation:** Be located in communities within 1 hour of the Town of Canmore Water and Wastewater Treatment Plants or willing to relocate within these areas. This includes Canmore, Cochrane, West Calgary or surrounding areas. Company vehicle will NOT be provided for a commute.

EPCOR may provide relocation assistance for the successful candidate and is based on the candidate's requirements and meeting the eligibility requirements as outlined in EPCOR's Relocation guide. Please note that the relocation lump sum is paid out in two installments – 25% on your first paycheck (following CRA guidelines) and the remaining 75% of the

relocation lump sum amount, payable upon Payroll's receipt of the employee's proof of relocation in the form of a government-issued ID with the employee's name and updated address.

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Please note the following information:

- A requirement of working for EPCOR is that you are at least 18 years of age, successfully attained a high school diploma (GED, or equivalent level of secondary education) and legally entitled to work in Canada. (A copy of a valid work permit may be required).
- A technical/practical assessment may be administered during the selection process and this exercise could be used as a part of the selection criterion.