



Water Treatment Plant Operator - Training Opportunity (Permanent, Full-Time) - 1292

Close Date

April 2, 2024

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

Let's make Kamloops shine! Join our team today.

Position Overview

Do you want an opportunity to work at a state of the art membrane water treatment facility? Check out this amazing training position, which will allow the successful candidate to gain on the job experience and certifications to become fully qualified in the future. This position will perform work involving making operational decisions and performing operational and maintenance duties in order to maintain water quality that meets or exceeds all compliance criteria outlined in the City's operating permit and provincial and/or Canadian drinking water legislation.

The successful candidate must have the following qualifications:

1. Operator in Training Water Treatment Certificate through the BC Environmental Operators Certificate Program (EOCP) in good standing;
2. Successful completion of a certificate or diploma in Water Treatment Operations;
3. Must obtain Water Treatment Level I through the BC EOCP within 8 months of starting the position;
4. Must obtain Water Treatment Level II through the BC EOCP within 2 years and 2 months of completing the Water Treatment Level I through the BC EOCP;
5. Must obtain Water Treatment Level III through BC EOCP within 3 years of completing the Water Treatment Level II through the BC EOCP;
6. Must be currently employed at a level III/IV Water or Wastewater Treatment Facility;
7. Must demonstrate proficiency in intermediate Word and intermediate Excel by the end of the training opportunity to become fully qualified in the position. The successful candidate will be tested at the end of their training opportunity (70% pass rate required);
8. Valid BC Driver's Licence - Class 5.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check.

A comprehensive benefits package is included with this position.

For further information on the Water Treatment Plant Operator position, please see the attached job description for the fully qualified position and for further information on the details around the training opportunity please see the attached terms and conditions.

Awarding of Training Opportunity:

To be successful for this training opportunity, applicants must meet the above requirements. Applicants are able to participate in a maximum of three training opportunities within the Department.

On-the-Job Experience and Training:

The successful candidate for this opportunity will be gaining experience towards becoming a fully qualified Water Treatment Plant Operator. The exact length of the training opportunity may vary based on the previous experience of the successful candidate and the length of the position, but will be a maximum of six years.

Pay Rate:

The successful applicant for this training opportunity will receive the pay rate of Pay Grade 11 (outside), \$34.17 per hour to start. After successful completion of the EOCP Water Treatment Level II, the candidate will receive the pay rate of Pay Grade 12 (outside), \$35.84. After successful completion of the Training Opportunity and achievement of EOCP Water Treatment Level III, the incumbent will move to a Pay Grade 13 (outside), \$38.27, as a fully qualified Water Treatment Plant Operator.

Time Commitment to the Position:

The successful candidate will be required to remain in the Water Treatment Plant Operator position for a minimum of the amount of time it took the candidate to become fully qualified.

Probationary Period:

The probationary period for this position will be a maximum of 18 months or the completion of the training opportunity.

Hourly Rate

\$34.17

Hours & Days of Work

Non-normal shifts, rotational shifts required.

Hours per Week

Various

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email hr@kamloops.ca or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at kamloops.ca/careers.

Training Opportunity Terms & Conditions

The City of Kamloops encourages career development and professional growth for its employees. Training postings (including training opportunities and "in-training" postings) allow staff the prospect of moving into an area of the City operations that they may not otherwise have the experience or qualifications to bid into.

To support this, the parties have adopted the following terms and conditions for training postings. To illustrate your acceptance of the terms and conditions, please initial each item and date and sign at the bottom.

1. MANAGEMENT/EMPLOYEE RESPONSIBILITIES

The City recognizes that there is a joint responsibility for the development and success of the trainee. It is management's obligation to regularly monitor and assess the trainee's work to ensure that he/she is completing the requirements of the training. It is the employee's obligation to meet the commitments of the training posting, attend any training or educational sessions required and to participate in applicable duties at the workplace.

2. TRAINING TERMS

Training terms may vary in length, based on the amount of experience that the successful qualified applicant brings to the position.

3. ACCESS TO TRAINING

Employees will be allowed to access a maximum of two of the training types (training opportunity and/or in-training) during their employment with the City. The third training type, apprenticeship, will have a maximum of one opportunity.

Where the situation exists for an employee to pursue multiple opportunities related to a particular career path within a Division, consideration will be given on a case by case by the Employer to waive the access restrictions.

4. EMPLOYEE COMMITMENTS

- a) Employees must commit to the training term stated on the posting.
- b) After completion of the training term, employees must remain in the position for the commitment term stated on the posting.

OUR CORPORATE MISSION IS . . . to provide the best possible services to our citizens that reflect the will of Council and provide a balance of benefits to the community.

- c) For a period of one year after completing the training term, employees (unless they are otherwise employed full time outside of the classification), must accept any vacant shifts that should arise in the classification they have been trained in if that shift remains vacant after a posting or bid meeting process.

Any employee who does not fulfill the commitments of a training posting through his/her own actions will not be allowed access to any other training types in the future.

5. SENIORITY FOR TRAINEES

New employees hired for a training position will not obtain seniority during the training term. If confirmed in the position, seniority will be calculated as per the Collective Agreement and given to the employee at that time.

6. LAYOFF AND RECALL FOR TRAINEES

The trainee will be laid off before junior, fully qualified incumbents in the classification. The trainee will be recalled last after junior, fully qualified incumbents in the classification.

7. TRAINEE PROBATIONARY PERIODS

The probationary period for externally hired employees will be equivalent to the training term. As per Article 10(d), the employment of these employees may be terminated at any time during the probation period at the absolute discretion of the employer, provided however, that such discretion is not used in an arbitrary, perverse, or capricious manner.

Employees with seniority who do not fulfill the commitments of a training posting or who are deemed unsuccessful after passing probation will forfeit the right to return to his/her former position but will be allowed to use his/her seniority for one year to bid on another position.

The Union has agreed to consider requests for longer probationary periods based on the length of the training term and/or a trainee's progress.

8. OVERTIME CALL OUT

In the event of an overtime call out, fully qualified staff will be called first. Trainees may be considered at management's discretion.

Employee

Date