



Water Systems Supervisor (non-union)

The Municipality of Bayham is seeking a candidate for the Water Systems Supervisor position. Reporting to the Manager of Public Works, the Water Systems Supervisor is responsible for monitoring the municipal water, wastewater, and stormwater systems in accordance with provincial legislation and municipal policies. This position administers the municipality's OCWA contract, is the primary contact for water system-related matters including customer service and maintenance coordination, and reviews and issues permit applications for Bayham's various water-related systems. The Water Systems Supervisor also provides capital program and asset management support, including coordination of annual capital programming and budget preparation assistance. Evening and weekend on-call is a requirement of this position.

The ideal candidate will possess:

- Knowledge and skills normally acquired through a 3-year Community College diploma in Civil Engineering Technology or Environmental Science.
- Minimum 3-5 years' experience with at least two years' supervisory experience in either:
 - o Water distribution, water treatment, wastewater treatment and collection systems, or,
 - o urban and rural development approvals, including review and issuance of permits, conduct of inspections, and execution of compliance-related matters associated with water-related infrastructure.
- Comprehensive knowledge of the Ontario Safe Drinking Water Act and Regulations, Ontario Water Resources Act and Regulations as well as Ontario Regulation 319/08 Small Drinking Water Systems.
- Strong project management skills.
- Knowledge/experience with requirements for consolidated linear infrastructure ECAs.
- Experience with capital budgeting and planning, and project management.
- Strong interpersonal, communication skills and public relations skills. Ability to deal effectively with external contacts and with the public as the Municipality's principal Water and Wastewater representative.
- Valid and satisfactory "G" driver's licence.
- Successful achievement and maintenance of any of the following designations and certificates is a strong asset:
 - o Water Distribution Class 1
 - o Water Treatment Class 2
 - o Wastewater Treatment Class 2
 - o Wastewater Collection Class 2
 - o Water Meter Installer
- Municipal experience is an asset.

The compensation for this position is \$90,599 - \$113,240 (2026 – based on a 40-hour week) plus weekly on-call pay for after-hours responsibilities. A full position description and listing of qualifications and responsibilities for the Water Systems Supervisor position is available on the Municipal website under [Career Opportunities](#).

Candidates are invited to submit a complete resume and cover letter outlining how the applicant satisfies the provisions of the job posting and job description to the undersigned no later than **1:00 PM on Friday, January 9, 2026.**

Steve Adams, Manager of Public Works
Municipality of Bayham
56169 Heritage Line
Straffordville, ON N0J 1Y0
E-mail address: sadams@bayham.on.ca

This job posting may remain open after the above date if not filled.

Applications received by the above date and time will be given priority status for interviews.
Applications will then be considered in the order they are received.

The Municipality of Bayham is an Equal Opportunity Employer. If you require accommodation at any time throughout the employment activities process, please contact us at: 519-866-5521, accessibility@bayham.on.ca or by visiting www.bayham.on.ca and we will make every effort to provide appropriate assistance pursuant to the Municipality of Bayham Employment Activities Accommodation Policy.

Personal information collected in response to this notice will be managed in accordance with the requirements of the Municipal Freedom of Information and Protection of Privacy Act, and will be used only to determine eligibility for employment.