



ARROW Utilities, a Capital Region Commission is a regional services Commission providing wastewater transmission and treatment services to nearly 400,000 people in 13 municipalities surrounding the City of Edmonton. ARROW owns and operates 200 km of wastewater transmission lines, 5 pumping stations, and a modern state of the art wastewater treatment plant located just north of Sherwood Park, Alberta.

This is an exciting time to join ARROW as we are experiencing unprecedented growth with the expansion of our wastewater treatment facility and the use of membrane bioreactor removal (MBR) technology to treat used water for resale to an industrial client. We're focused on building strong, resilient teams and increasing capacity to support our evolving operations.

Reporting to the CEO, the Director of Operations and Maintenance leads wastewater operations with a focus on compliance, efficiency, and sustainability. Manages O&M teams, budgets, and innovation while promoting stakeholder engagement and ongoing improvement. Responsibilities include:

- Provide strategic leadership for operations and maintenance of the wastewater treatment plant, lift stations, and transmission lines, ensuring performance aligns with regulatory, environmental, and organizational standards, and supports energy management.
- Drive development and implementation of innovative strategies to optimize operations, enhance efficiency, and ensure full compliance with federal, provincial, and municipal regulations.
- Ensure strict adherence to compliance requirements, environmental regulations, and safety protocols (including OH&S and WCB), fostering a culture of accountability and proactive risk mitigation.
- Lead, inspire, and mentor a multidisciplinary team, promoting collaboration, innovation, and high performance through coaching, targeted training, and professional development.
- Lead development and implementation of standardized operational policies, procedures, and best practices to maximize

reliability, efficiency, and sustainability
across all operations and maintenance.

- Provide strategic input into annual operating and long-term capital budgets, ensuring resource allocation aligns with immediate needs and long-term goals.
- Prepare and present technical and strategic reports to the CEO, Leadership Team, and Board of Directors, offering insights on performance indicators, trends, project status, and emerging risks or opportunities.

To be a successful candidate, you must have:

- Minimum 10 years in public sector or utility management, with 5+ years in senior leadership roles.
- Post-secondary education in a relevant field or equivalent experience in municipal utilities.
- Strong leadership in team development, performance management, and succession planning.
- Expertise in asset management, capital project planning, budgeting, and cross-functional collaboration.
- In-depth knowledge of OH&S, WCB, and risk management in utility operations.
- Proven ability to manage stakeholder relationships and communicate complex technical information effectively.

This leadership position will appeal to an experienced professional seeking a dynamic and strategically focused work environment. The role includes a biweekly total of 70 hours, with employees working Monday to Thursday and alternating Fridays off as an Earned Day Off (EDO) or scheduled workday. Occasional work outside of regular hours may be required to meet operational or organizational needs.

We provide a comprehensive benefits package, paid time off, and eligibility for the Local Authorities Pension Plan. We are proud of our friendly and safe working environment.

To apply, please submit your resume and cover letter by e-mail to HR@arrowutilities.ca. The opportunity will remain open until a suitable candidate is found, but we will begin shortlisting after May 9, 2025.

For more information on ARROW please visit our website at www.arrowutilities.ca.

CITY OF
BEAUMONT

CITY OF LEDUC

CITY OF FORT
SASKATCHEWAN

CITY OF
SPRUCE GROVECITY OF
ST. ALBERTTOWN OF BON
ACCORDTOWN OF
GIBBONSTOWN OF
MORINVILLETOWN OF
STONY PLAIN

LEDUC COUNTY

PARKLAND
COUNTY

STRATHCONA
COUNTY

STURGEON
COUNTY

**Sustainable
Wastewater
Solutions** ➤



23262 Township Rd. 540, Fort Saskatchewan, AB T8L 4A2
Located on ᐃᓂᓕᓄᓐᓇᓂᓐ (Amiskwacîwâskahikan)
Treaty 6 Territory/MNA Region 4

info@arrowutilities.ca
780.467.8655

ARROWUTILITIES.CA    