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<b>Position Title:</b>	<b>Director, Hydrology &amp; Groundwater Services</b>
Division:	Technical Services Division
Location:	Moose Jaw, SK
Salary:	\$9,406 - \$11,758 (Management Class 10)
Competition #:	WSA-52-2017/18
<b>Apply by:</b>	<b>Competition will remain open until position is filled</b>

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**Short Description:**

Reporting to the Vice President, Technical Services, an employee in this job will oversee the Hydrology and Groundwater Services Branch responsible for the operation and maintenance of WSA's hydrometric network and database; forecasting stream flows and river and lake stages; operation planning for major provincial water systems; provision of professional engineering services in the areas of hydrology, watershed modelling and hydraulic analysis of rivers, lakes and reservoirs; and collecting and analyzing groundwater data, providing recommendations on the issuance of groundwater allocations and associated conditions, undertaking engineering studies and developing aquifer management plans to manage and protect the Province's groundwater resources.

This employee will provide expert professional engineering guidance and leadership in the development, implementation and on-going monitoring of associated programs and activities and will oversee the delivery of associated services undertaken by a group of professional engineers, engineering technologists and other support staff. These employees will provide the applicable engineering expertise to the various levels of government and associated agencies, to industry and to the public to ensure best practices in the management of the Province's water resources.

**Direct Reports:**

Manager, Flow Forecasting & Operations Management  
Manager, Groundwater Services  
Manager, Hydrology Services  
Manager, Hydrometric Program

**Number of Persons Reporting to Job:**

Direct Reports: 4  
Indirect Reports: 13

**Operating Budget:**

Annual Operating Expense Budget: medium (> \$1,000,000 to \$10,000,000)

**Key Duties and Responsibilities:**

- 30% Oversee the management of the Hydrology and Groundwater Services Branch comprising the centralized Flow Forecasting and Operations Management, Groundwater Services, Hydrology Services, and decentralized Hydrometric Program units; provide vision and leadership to branch employees; develop, track and control the branch's administration and operating budgets; establish and monitor employee assignment priorities to ensure the effective, efficient and timely delivery of services; review employee work to ensure completion in accordance with established engineering and technical standards; review employee performance and acknowledge performance including recommending increment award, required training, and/or initiate performance management plans as required; provide input into employee development; and recommend future employee needs including participating in the hiring of new employees.
- 15% Oversee the operation and maintenance of WSA's hydrometric network and database; and coordinate the administration of the Canada/Saskatchewan Hydrometric Agreement.

**JOB BULLETIN****Out-of-Scope**

- 15% Oversee the operation of the forecast centre including the preparation and distribution of stream flow, water level and water supply forecasts; respond to public and media inquiries related to water supply, water levels, stream flow forecasts and structure operations; and plan, direct and monitor operations of all major surface water systems in the province.
- 15% Oversee the provision of professional engineering services in the areas of hydrology, watershed modelling and hydraulic analysis of rivers, lakes and reservoirs to support the allocation of water, structure design and the investigation of drainage complaints; and establish standards and procedures for hydrologic analysis for WSA.
- 15% Oversee provincial groundwater study initiatives including groundwater mapping, maintenance of and data collection from the observation well network and groundwater resource evaluations to better establish the location and potential yield of the groundwater resources in the Province; oversee coordination of technical studies related to the development of aquifer management plans that provide information on the suitability of the aquifer for use; establish procedures to ensure ongoing protection of the resource; establish the withdrawal and volumetric use limits to ensure sustainability; oversee technical groundwater reviews for project proposals and assessments to identify potential impacts on the resource and the need for changes in design and monitoring; and oversee the provision of groundwater information to the public, local governments industry and others to ensure access to the best available, accurate information to guide development of groundwater sources.
- 10% Represent WSA on intergovernmental and inter-jurisdictional committees, boards and other groups provincially, nationally and internationally to ensure provincial interests are met with respect to inter-jurisdictional issues, to develop partnerships directly with other agencies to co-ordinate the allocation, use and protection of surface and groundwater resources and to undertake applicable research and management initiatives; provide input into and/or direct the development and implementation of flood plain management policy and flood emergency preparedness plans; and undertake other work as required.

**Educational, Technical Qualifications and Experience Requirements:**

Degree in Engineering or related discipline preferably with a Masters degree in Hydrology or Hydrogeology; ability to obtain and maintain P.Eng. or P.Geo. designation from the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS); and 12 years of progressively more responsible directly related experience in hydrologic and watershed analysis, in assessment of river, lake and reservoir hydraulics, flood forecasting and structure operations and groundwater management.

Amount of experience typically required in this job to become fully competent, assuming both the education level required and the prior experiences are present – 4 years.

**Job Complexities/Challenges:****Know How:**

This employee requires extensive professional engineering and geoscience knowledge and skill and broad water management experience. This employee requires a command of hydrologic, watershed analysis and groundwater management theory and principles and involved, diverse practices and precedents. This employee is responsible to guide and coordinate unit functions organization-wide which has a significant impact on the organization. Technical and complex information is required to be communicated to media, the public, other government agencies and other staff in a manner that is clear and understandable requiring a very high degree of skill in both written and oral communications. Knowledge and skills are required to be kept current by staying abreast of developments and theoretical and technological innovations in the hydrologic and groundwater management fields.

## JOB BULLETIN

### Out-of-Scope

Working with others involves understanding, tact and motivation skills as the employee will be required to frequently deal with other staff in the delivering of services. This employee requires a well-developed understanding of human behaviour and those factors that influence or cause behaviour change.

#### Problem Solving:

Problems are difficult, of varied complexity and at times, highly complex and strategic requiring the application of specific professional discipline practices and principles. In this environment, this employee determines what needs to be done considering established corporate objectives and then must establish the plan, set priorities and identify the processes needed to achieve objectives. This employee must consider all possible courses of action and the resultant consequences before reaching a decision. The evaluation of choices and determination of solutions must blend business needs to efficiently support business functions within established budget limitations. Organization, planning and control of branch resources are of significant importance. Available resources, both detailed technical information and qualified expertise, are limited.

#### Accountability:

This employee is permitted wide discretion in the undertaking of work and works under managerial direction of a general nature. A high degree of accountability for the quality and accuracy of work performed, advice provided and implications arising from client interactions both individually and for the work branch managed is expected. There is an expectation to be able to routinely provide leadership to ensure program objectives are met recognizing availability of resources, budget limitations, and established priorities. Objectives are normally long-term. This employee will be expected to act as WSA's representative on hydrology and groundwater related matters.

#### Working Conditions:

Work is performed in both field (occasional) and office settings. Some travel is required that results in short duration stays away from headquarters. Accuracy and detail in the completion of work is critical. This employee must deal with angry clients and/or potentially sensitive media inquiries. Working to ensure delivery of needed services in a timely and effective manner can pose challenges due to limited available resources.

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#### To Apply:

Please submit a cover letter quoting competition number above and a detailed résumé to:

Human Resources  
Corporate Services  
4<sup>th</sup> Floor, 111 Fairford Street East  
Moose Jaw, Saskatchewan S6H 7X9  
Fax: 306-694-3991  
Email: [hr@wsask.ca](mailto:hr@wsask.ca) (Preferred method)

We would like to thank all applicants for their interest; however, only those selected for an interview will be contacted. You will be evaluated on the relative degree to which you meet the knowledge, skills, and abilities related to the position assignment.

The Water Security Agency is an Employment Equity Employer and is committed to creating a respectful, diverse working environment.

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