



Employment Opportunity

Overall Responsible Water Operator

Department: Public Works

Posting Date: July 25, 2025

Location: Nipissing First Nation Water Plant, Garden Village

Schedule: Full-Time / 35 hours per week plus on call rotation

Job type: Permanent

Vacancies: 1

Reports To: Director of Community Infrastructure and Planning

Salary Range: \$64, 955.80 – \$85, 703.80

Nipissing First Nation is seeking a qualified and committed Overall Responsible Operator (ORO) to oversee the safe and effective operation of all NFN water and wastewater treatment plants. If you're a licensed operator who values public health, environmental protection, and leadership in infrastructure services — this is your opportunity to make a meaningful impact in your community.

What You'll Do in the Role

- Be the lead decision-maker for water and wastewater process control and system integrity
- Oversee the daily operations of all NFN treatment plants, ensuring compliance with provincial regulations
- Provide clear direction and mentorship to a team of 5 full-time operators
- Monitor system performance and respond to adverse operational conditions when they arise
- Maintain schedules and coordinate on-call rotations to ensure 24/7 system coverage
- Conduct daily meetings with operators to align on maintenance needs, inspections, and safety procedures
- Liaise with external agencies, such as the Ministry of Environment, to ensure transparency and accountability
- Ensure detailed and accurate documentation of all operational decisions and maintenance activities
- Participate in and support NFN's emergency response and incident reporting procedures



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Reasons to Join Nipissing First Nation *(unchanged for every posting)*

At NFN, we don't just offer a job, we offer a purpose-filled career in service to our community. Our workplace is one where learning is encouraged, growth is supported, and our culture is celebrated.

- ✓ Work with a passionate team rooted in community values
- ✓ Gain valuable experience
- ✓ Be part of an inclusive, supportive work culture
- ✓ Competitive salary and defined contribution pension plan
- ✓ Comprehensive benefits package – medical, dental, vision, life, and disability
- ✓ Business Casual dress and modern workplace practices
- ✓ Training, mentorship, and ongoing development opportunities

Vacation Time:

Start with three (3) weeks of vacation, plus enjoy a two (2) week paid office closure over the December holiday season – giving you time to rest, reset, and reconnect.

Additional Leave:

We offer better-than-average leave benefits to support your health, wellness, and work-life balance.

What You Bring to the Table

- Certification as an Overall Responsible Operator (ORO), meeting all provincial licensing standards
- Post-secondary education in water/wastewater treatment, environmental sciences, or a related technical field
- Demonstrated experience in water and/or wastewater operations, ideally in a lead or supervisory role
- Deep understanding of treatment systems, safety procedures, and regulatory compliance
- Strong leadership and communication skills — able to guide and support a team under pressure
- Excellent organizational skills with the ability to manage competing priorities
- Commitment to public health and environmental stewardship
- Comfortable working both independently and collaboratively with Public Works and Community Infrastructure teams
- Willingness to work in field conditions, respond to emergencies, and participate in on-call rotation
- A proactive, solutions-focused mindset with a strong sense of responsibility and professionalism
- Cultural awareness and respect for Indigenous traditions and values



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Application Deadlines and How to Apply

Nipissing First Nation follows a structured and fair hiring process. Please identify your eligibility clearly in your application.

Round 1 – Closing August 8, 2025,

Only open to registered Nipissing First Nation members.

(Round 1 applicants will be considered at this stage.)

Round 2 – Closing August 15, 2025,

Only open to spouses and children of registered NFN members and registered members of other First Nations.

(Round 2 applicants will be considered at this stage.)


Round 3 – Closing August 22, 2025,

Open to all applicants (status and non-status).

Posting will remain open until the position is filled.

If you are excited by this opportunity and want to make a meaningful impact with Nipissing First Nation, please submit your **cover letter and resume** to:

 resumes@nfn.ca

 **Deadline:** 4:30 p.m. on the date assigned to your eligibility round

Are You a Member of NFN?

Nipissing First Nation is deeply committed to the training, development, and employment of our members. ***We strongly encourage NFN members to apply,*** even if you don't meet every qualification. Your lived experience matters, and we consider all aspects of your background in the hiring process.

As per **Section 24(1)(a)** of the *Ontario Human Rights Code*, **preference will be given to First Nation applicants.**

*Miigwech to all applicants for your interest.
Only those selected for an interview will be contacted.*