THE CORPORATION OF THE TOWN OF COCHRANE

Job Title: Water and Wastewater Operator
Reports To: Environmental Services and Compliance Supervisor
Status: Permanent Full-time
Salary: $31.69-$37.86 per hour with Benefits and Defined Benefit Pension
Hours of Work: 40 hours per week, Monday to Friday (On-call as required)
Work Location: Cochrane, Ontario

Who we are: The Town of Cochrane is a progressive and growing municipality in northeastern Ontario with a population of approximately 5,500. It employs approximately 65 full-time permanent employees, and another 30-40 part-time or temporary employees.

Position Summary: The Town of Cochrane is currently seeking highly skilled individuals for a Water and Wastewater Operator, within our Infrastructure Services Department, to join the team in Cochrane, Ontario. The successful individual will be responsible for the safe and compliant delivery of water and wastewater services for the Town of Cochrane. The Water and Wastewater Operator will operate a water treatment plant, wastewater treatment plant, maintenance of a distribution system and collection system on a rotation. They will display their best collaboration and communication skills while safely and competently carrying out the position's duties.

Responsibilities:

- Maintaining the safe operations and integrity of the water and wastewater plant including, without limitation:
    - Daily Rounds of Facilities;
    - Testing and sampling for the systems and the plants;
    - Perform appropriate adjustments to chemical feed rates and mixing of chemicals;
    - Maintenance at the plants.
- Maintaining the safe operations and integrity of the distribution and collection system including, without limitation:
    - Hydrant flushing, leak detection, valve exercising, sanitary sewer flushing;
    - Assess and repair infrastructure including mains, valves, and manholes;
    - Flush Blocked Sewers;
    - Utility locates as needed;
    - Assist contractors in repair and construction.
- Interaction with public and ability to handle their concerns (after hour's calls).
- Maintain and complete mandatory record keeping, data entry, journals, and filing for all aspects of operations and maintenance, including forms development, digital files and forms, and liaising with other departments to assist them with their data needs.
- Perform lead hand duties.
- Perform other related duties as assigned.

Education/Experience:

- Valid Water Treatment Certificate (Class 1, 2, or 3), Water Distribution Class 1, Wastewater Treatment Class 2 and Wastewater Collection Class 2.
- Candidates holding a Water Treatment Operator Certificate at Class 1, 2 or 3 level are encouraged to apply.
- Must possess a valid Chlorine handling certificate.
- Working knowledge and application of Systems Control and Data Acquisition (SCADA) and Alarm Dialer systems.
- Must be available to work overtime and on-call assignments 24 hours per day, 7 days per week, as required consistent with the provisions of the collective agreement.
- A valid Class "D" license with "Z" endorsement or the ability to obtain Class "D" license with "Z" endorsement within 6 months of hire with a valid Class G driver's license.

- Required to be on-call 24 hours a day on a weekly rotation.
- Ability to read and understand current legislation as it pertains to the Hours of Work legislation, Occupational Health and Safety Act, Highway Traffic Act, Minimum Maintenance Standards, Municipal policies, Operational Guidelines, and other legislation and laws as applicable.
- Ability to operate small hand tools and equipment, i.e., chainsaw, weed eater.
- First Aid/CPR Certification, WHMIS training.
- Ability to work independently or as a team member.
- Strong interpersonal skills to deal with members of the public, council, and all levels of staff.
- Ability to demonstrate initiative consistently with a commitment to quality improvement, sharing process improvement initiatives with management.
- Demonstrated time-management skills with the ability to prioritize assigned workloads and meet deadlines.
- Basic skill level with Computer and digital devices and related software.
- Excellent verbal and written communication skills.
- Strong organizational skills to prioritize workload and perform tasks without direct supervision.
- A satisfactory Criminal Record Check is required for this position before commencement.

How to apply: Thank you for your interest. We encourage qualified candidates to email their resume and cover letter to HR@cochraneontario.com on or before July 16th, 2026, at 3:00 PM. The position will remain open until filled. Please write “Water and Wastewater Operator” in the subject line.

The Town of Cochrane is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. We will accommodate the needs of applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you need accommodation during the recruitment and selection process, please call (705) 272-4361.

Personal information collected will be used in accordance with the Municipal Freedom of Information and Protection Privacy Act.

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.