



September 23, 2022

ENWIN Utilities Ltd. is currently accepting applications for the position of:

Vice President Water Operations

The Vice President, Water Operations is a member of the executive management team accountable for the oversight and strategic direction of certain departments in accordance with applicable regulations and in collaboration with the President & CEO and the Windsor Utilities Commission (WUC). Reporting to the President and CEO, this executive position provides strategic leadership and oversight to the of Water Production, Water Distribution, Water Engineering, and Compliance through its team of Directors and Managers, with a focus on providing an abundance of clean, reliable, and safe water that enhances the quality of life of our customers.

Key Responsibilities:

- As a member of the executive management team, serves as a role model for our company values and culture: leadership, integrity and accountability, which are paramount to our success.
- Responsible to support the CEO and to provide leadership, direction and input into the success of the organization as a whole with an emphasis on short and long term strategic planning for the company and departments reporting to the position.
- Primary responsibility to oversee the senior management team responsible for various departments including the Water Production, Water Distribution, Water Engineering, and Compliance. Responsibilities include championing and driving the Commission's strategic operating priorities through the development of the operational master plan within the existing regulatory framework, policies, and guidelines established by the applicable regulatory bodies, Commission and the President/CEO. Responsible for policy development and recommendations to the Commission in relation to the aforementioned areas of responsibility, budget and operating plan development and oversight consistent with the corporate strategy. The Vice President will clearly define roles and responsibilities and delegate limits of authority and decision making to direct reporting areas while ensuring alignment with approved policies.
- Ensure the appropriate execution of operational plans with input from the management team to ensure achievement of strategic priorities. Develop, monitor, and analyze Key Performance Indicators, annual objectives and long term plans to ensure the organization and the service area remain on target. This role will collaborate with current asset owners for continued optimization, planning, scheduling, preventative maintenance strategies, and system monitoring, and disaster recovery systems to ensure business continuity. Implementation of a best practices approach to these functions in a manner consistent with the other business lines of the ENWIN Group of Companies.
- Most senior technical executive responsible for the water supply to a population in excess of 250,000 people. Ensure the operations are in compliance with all Federal and Provincial legislation.
- Ensure health and safety standards and targets are achieved in collaboration with the Human Resources department. Advise on issues related to the collective agreement; participate in the grievance and arbitration process and labour negotiations as required. Identify areas in the collective agreement and company policy that require improvement and modification and provide suggestions and oversight regarding amendments.
- Overall responsibility for the development, justification, and delivery of Windsor Utilities Commission budget with respect to the approved multi year financial plan in support of the Master plan. Ensures along with senior management that the organization operates within the constraints of the multi-year year plan by meeting capital expenditures and delivering improvement on the fiscal bottom line. In collaboration with the VP Corporate Services & CFO, assists the Commission in setting rates. Collaborate with the CEO, CFO and WUC board to develop an appropriate rate structure that supports all capital, growth and regulatory requirements. Participate in public meetings and maintain positive and strong lines of

communication with all stakeholders including the public, members of the Board and community partners.

- Participate as a member of the executive management team in the development and execution of the strategic goals of the companies including those related to areas of responsibility, as well as those related to new business development, by planning and supporting the efforts of directly reporting staff as may be required to contribute to these activities and by reviewing and contributing to proposals for new business prior to presentation to the Commission.
- Maintain a corporate succession plan in conjunction with Human Resources in order to ensure long term sustainability of the organization as a whole as well as your directly reporting departments.
- Lead, coach, counsel, develop, motivate and mentor directly reporting senior management through career development, performance management and clear annual objectives and indicators.
- Provide reports and recommendations specific to the portfolio and act as a resource for all key stakeholders.

The successful applicant must have the following skills and competencies:

- University degree in Engineering, Environmental Science, or other fields of study combined with appropriate specifically relevant management experience.
- Professional Engineer designation (P.Eng).
- Minimum 10 years of professional experience at a mid to senior management level in an organization similar in size (or larger) to ENWIN Utilities Ltd., demonstrating overall progressively responsible career growth.
- A post-graduate degree in fields related to the position may be considered an asset; additionally, Class IV Treatment and Distribution certification is considered an asset.
- Experience working with and reporting to Boards of Directors or related background is desirable.
- Experience managing operations and union and non-union staff and managers within a highly regulated utility environment or a related service.
- Very strong business acumen combined with a clear understanding of the technical requirements of the utility sector, particularly water production and delivery.
- Proven ability to develop and maintain strong union relationships.
- Proven strong negotiation and interpersonal skills.
- Proven ability to build and lead effective teams and build collaborative relationships with all stakeholders. Able to negotiate win-win solutions.
- Able to logically and clearly convey ideas both verbally and in written form. Able to present compelling arguments/opinions with an understanding of the audience.

As a prerequisite, it is a requirement to provide proof of being fully vaccinated against COVID-19. Fully vaccinated means that you have received two doses of a two-dose vaccine or have received one dose of a one-dose vaccine, and at least fourteen days have elapsed since receiving the last dose. If you are unable to be vaccinated due to medical reasons or on the basis of creed, we would ask that you kindly provide satisfactory evidence in support of an accommodation under the Human Rights Code. Such evidence may include a medical note from your physician (if your request for an exemption is on the basis of medical reasons), or a letter from your religious leader, religious organization or other suitable documentary evidence (if your request is based on creed).

Qualified applicants may apply <https://www.applicantpro.com/openings/enwin/jobs> up to and including **Monday October 17, 2022. Please quote File #EWU-22-01-056 on application.** Although all applications are appreciated, only those candidates selected for an interview will be contacted.

ENWIN believes there is significant value in the diversity within our workforce and we are committed to continually enhancing and improving diversity and inclusion throughout our organization. As an equal opportunity employer, we encourage all qualified individuals to apply for employment opportunities and believe that strength flows from our individual differences and enables us to effectively serve our community.

ENWIN Utilities Ltd. provides accommodation in accordance with applicable laws through all stages of the hiring process. If you require accommodation for any part of the application and hiring process, please advise the Human Resources Department.