



The Town of Minto is seeking a **Water-Wastewater Operator** **Permanent, Full-Time (Future Vacancy)**

Join our team!

The Town of Minto is seeking one (1) full-time Water-Wastewater Operator to join our diverse and talented team. But before we tell you about the job...

Allow us to Introduce Ourselves

The Town of Minto is a welcoming rural community in north-western Wellington County, home to Harriston, Palmerston, Clifford, and beautiful surrounding farmland. Just an hour from major urban centres like Kitchener-Waterloo and Guelph, Minto offers the perfect balance of small-town energy, natural spaces, and easy access to big-city amenities.

Our vision is simple and powerful: *a progressive rural community where all people are welcome*. We're driven by five core goals—responsible infrastructure, exceptional quality of life, a thriving local economy, an inclusive community, and accountable government.

But what truly sets us apart is how we work. We're upbeat, supportive, and down-to-earth. We take pride in doing meaningful work, and we have fun doing it. We innovate, we learn, and we push boundaries together. Our culture is collaborative, people-focused, and known for sparking new ideas and driving positive change. If you're energized by community impact, love working with great people, and want to be part of a municipality that's moving forward with purpose, you'll thrive in Minto.

Your Opportunity

Reporting to the Water Services Manager and Wastewater Services Manager, this role plays a critical part in maintaining the essential services that protect public health and support the quality of life in our community. As a Water-Wastewater Operator, you will help ensure the safe, efficient, and compliant operation of the Town's water distribution, wastewater collection, wastewater treatment, and stormwater systems.

This position supports the day-to-day operation and maintenance of municipal water, wastewater, and stormwater infrastructure, with responsibilities spanning system operations and monitoring; maintenance, construction and emergency response; and compliance, recordkeeping, and customer service activities.

Water, Wastewater and Stormwater Operations

- Operate and maintain water distribution and supply, wastewater collection and treatment, and stormwater systems throughout the municipality.
- Monitor system performance through sampling, testing, inspections and SCADA operations.
- Ensure compliance with applicable regulations, procedures, and operating standards.
- Participate in a scheduled on-call rotation to respond to after-hours emergencies and operational issues.

Maintenance, Construction and Emergency Response

- Complete preventative maintenance, repairs, and construction activities on water, wastewater and stormwater infrastructure.
- Conduct system inspections, utility locates, flushing programs, and emergency repairs.
- Operate a variety of municipal vehicles, heavy equipment, and specialized tools.
- Respond to after-hours operations and infrastructure emergencies as required.

Compliance, Customer Services & Administrative Support

- Complete required records, reports, maintenance documentation and regulatory reporting.
- Support asset management, water metering, and customer services activities.
- Maintain a strong commitment to health and safety, environmental stewardship, and continuous improvement.
- Provide support to residents, contractors, and other municipal departments as required.

What it Takes to do the Job

To excel in this role, you should possess the following qualifications and certifications:

- Ontario Secondary School Diploma
- Valid Class G Driver's Licence
- Water Distribution and Supply Class 1 or 2 License
- Wastewater Treatment Class 1 or 2 License
- Wastewater Collection Class 1 or 2 License

Additional certifications such as Environmental Technician Diploma, experience in Construction or Equipment Operation, or Watermain Construction and Repair would be considered an asset.

What You Bring to the Team

Beyond the required qualifications, we are looking for someone who brings the practical skills and personal qualities needed to succeed in a fast-paced municipal operations environment, including:

- Strong knowledge of water distribution, wastewater collection and treatment, and stormwater systems, along with applicable regulations and industry standards.
- The ability to work independently, exercise sound judgment, and respond effectively to operational issues and emergencies.
- Strong problem-solving, analytical, and troubleshooting skills, with attention to detail and a commitment to accuracy.
- Excellent communication and customer service skills, with the ability to interact professionally with residents, contractors, and colleagues
- Experience using SCADA systems, GIS, computerized maintenance management systems, and electronic record-keeping tools.
- A commitment to workplace health and safety, continuous learning, and maintaining required certifications and training.
- The ability to work both independently and collaboratively as part of a dedicated municipal operations team.

What We Offer

This is a fantastic opportunity to join a growing and forward-thinking municipality where your work truly makes an impact. At the Town of Minto, we offer:

- Meaningful, high-quality work across a wide range of projects that directly shape the community, supported by engaged and collaborative staff and volunteers.
- The collegiality and lifestyle benefits of small-town living, including a close-knit team environment, strong community spirit, and a healthy balance between work and life.
- A comprehensive benefits package designed to support your overall well-being and financial security.
- An Interchangeable Spending Account Program, giving you flexibility to allocate funds toward the health, wellness, or professional expenses that matter most to you.
- Enrollment in the OMERS pension plan, providing long-term stability and peace of mind as you grow in your career.

Together, these benefits reflect our commitment to creating a supportive, progressive, and people-focused workplace where you can thrive both professionally and personally.

Annual Salary: \$64,625.60 – \$86,174.40 (Class 1 Salary Range for 2026)
\$69,222.40 – \$92,289.60 (Class 2 Salary Range for 2026)

Work Location: Primary work location varies depending on the schedule and operational requirements. Operators may be assigned to work in any of the Town's three urban centers.

Hours of Work: Hours of work are 40 hours per week, requiring a combination of shifts including evenings and weekends.

We Would Love to Hear from You

We want to learn about your unique talents and how they would help you succeed in this role. The best way to do that is to send your resume and cover letter before 12:00 PM Friday October 9, 2026 to:

Quinn Gorecki
Deputy Clerk/Manager, People and Culture
5941 Hwy 89, RR 1
Harriston, ON NOG 1Z0
Or fax: 519-338-2005
Or e-mail hr@town.minto.on.ca

We are committed to fostering a respectful, inclusive and accessible workplace that reflects the diversity of the community we serve. Guided by our People Plan, we welcome applications from all qualified individuals, including women, Indigenous Peoples, racialized persons, persons with disabilities, and members of other equity-deserving communities. Accommodations are available throughout the recruitment and selection process in accordance with the Ontario Human Rights Code.

The successful candidate will be required to provide proof of current and valid certificate(s) and/or educational qualifications. We thank all applicants for their interest; however, only those applicants selected for an interview will be contacted.
No phone calls please.

Information gathered relative to this position is done so in accordance with the Municipal Freedom of Information and Protection of Privacy Act and will only be used for candidate selection. The Town of Minto is committed to an inclusive, barrier-free recruitment process. If you require accommodation at any stage, please contact hr@town.minto.on.ca.

The lands we know today as the Town of Minto have been home to indigenous peoples since time immemorial. We acknowledge that we are on the treaty lands and traditional territory of the Anishinaabe and the Haudenosaunee. ([read more](#))