



ATLANTIC FIRST NATIONS WATER AUTHORITY (AFNWA)

Job Posting: Superintendent of Operations

POSITION DETAILS

Department: Operations

Salary: \$81,220–\$114,723 (Pay Band 16 or 17, dependent on qualifications and experience, subject to CPI Increase on April 1st annually)

Reports to: Director of Operations Engineering and Compliance

Job Type: Full-time, Permanent

Location: The ideal candidate would be located within a reasonable driving distance to Unama'ki / Cape Breton. The office is located in Millbrook, NS, however, frequent travel throughout Atlantic Canada (approximately 50–75% of work time will be spent in the field).

Closing date: April 3, 2026

ABOUT AFNWA

Atlantic First Nations Water Authority (AFNWA) is an Indigenous-owned organization committed to supporting First Nations in Atlantic Canada to build and sustain strong water and wastewater operations through capacity development, safe practices, and continuous improvement. Working with AFNWA offers the opportunity to contribute to an Indigenous-owned organization advancing safe, sustainable water and wastewater services for First Nations across Atlantic Canada. Employees benefit from meaningful, community-centred work; a strong focus on safety, learning, and certification development; and collaboration with skilled teams across multiple communities and facilities. AFNWA supports continuous improvement and professional growth while helping strengthen local capacity and long-term operational resilience.

POSITION SUMMARY

The Superintendent of Operations provides active, visible leadership for the safe, reliable, and compliant operation of water and wastewater systems across multiple First Nation communities served by AFNWA. This is a field-engaged, people-centred role with accountability for operational standards, workforce performance, safety, and regulatory compliance.

WHAT YOU'LL DO

- Provide visible, field-based leadership for day-to-day water and wastewater operations across assigned communities and facilities, ensuring systems are operated safely, efficiently, and in compliance with regulatory and organizational requirements.
- Direct and supervise Operations Supervisors, Operators, and on-site contractors. Assign and/or assume Direct Responsible Charge (DRC) for all facilities under AFNWA responsibility.
- Establish and maintain clear accountability for operational standards, performance expectations, and service reliability.
- Lead, coach, and develop Supervisors and Operators, supporting competency development and certification progression.
- Promote a culture of safety, professionalism, health, and wellness.
- Recommend and coordinate repairs, upgrades, and improvements to water and wastewater infrastructure, including treatment facilities, distribution and collection systems, and related assets.
- Review master metering, instrumentation, and SCADA requirements and coordinate enhancements with the Superintendent of Technical Services.
- Collaborate with capital project teams to integrate new and upgraded infrastructure into ongoing operations.

WHAT YOU BRING

- Completion of post-secondary education in engineering, environmental science, water or wastewater operations, or a closely related discipline is required. A suitable combination of education, training, and relevant work experience may also be considered in lieu of formal academic credentials. Professional credentials such as Certified Engineering Technologist (CET) or Professional Engineer (P. Eng) are considered valuable assets.
- 5 years of progressive experience in water and/or wastewater operations. 5 years of experience in a supervisory role. Experience working in First Nation in Atlantic Canada would be considered an asset. Certifications in Water Distribution, Water Treatment, Wastewater Collection, and/or Wastewater Treatment are considered an asset. Any certification in Water Distribution, Water Treatment, Wastewater Collection, or Wastewater Treatment would be considered an asset.
- Cultural competence and respect for First Nation governance, community priorities, and self-determination (experience working in First Nation communities in Atlantic Canada is an asset).
- Fluency in Mi'kmaq or Wolastoqiyik language would be considered an asset.

HOW TO APPLY

Please submit your resume and a cover letter outlining how your experience aligns with this role to HR@AFNWA.ca. To view the full job description, please visit our website at <https://www.afnwa.ca/careers/> .

AFNWA is an Indigenous-owned organization committed to capacity development and supporting First Nations to build and sustain strong water and wastewater operations. We welcome applications from all qualified candidates and encourage those who identify as Indigenous to self-identify in their application.