



The Lake Simcoe Region Conservation Authority (the Conservation Authority), an internationally recognized leader in watershed management, is seeking to fill the position of:

Source Water Protection Hydrogeologist

Regular, Full Time

Bradford/Newmarket, Ontario

Annual Salary: \$98,885.98 to \$115,682.62

This dual role will support both the Source Water Program and Development Services. Responsibilities for the Source Water Program will include ensuring the technical foundation of the Source Protection Program is sound, including providing review and feedback on proposed amendments to the Assessment Report and Source Protection Plan for new municipal drinking water systems, and for updates to other technical information to reflect changes on the landscape.

Responsibilities for Development Services will involve providing detailed technical advice, negotiation and input into planning and development submissions submitted to the Conservation Authority. This includes, but is not limited to subdivisions, site-plans, permit applications and other related development submissions. The Hydrogeologist will represent the Conservation Authority as the hydrogeological technical expert to the industry, Province, municipalities, and other partners/stakeholders.

What you will do

- Receive technical work from proponents related to vulnerable area delineation for new or expanded municipal drinking water systems in the Lake Simcoe watershed, review for completeness and consistency with Provincial policy and provide comments.
- Draft amendments to Assessment Report and Source Protection Plan to address technical work received.
- Coordinate updates to other groundwater-related technical information in the Assessment Report, including the identification of Significant Groundwater Recharge Areas, Highly Vulnerable Aquifers, and updates to water budgets.
- Provide technical advice to staff at Nottawasaga Valley and Severn Sound Source Protection Authorities in their review of technical work for new or expanded drinking water systems in partner Source Protection Areas, as needed.
- Provide technical advice to Risk Management Officials to support the implementation of the Source Protection Plan.

- Provide education and outreach to various businesses, industry groups, and public sector organizations to support the protection of municipal drinking water systems, to meet LSRCA requirements under the Source Protection Plan.
- Complete and update water quantity chapters of Subwatershed Plans as required.
- Assist and provide advice in relation to groundwater related issues and projects associated with implementation of subwatershed and climate change plan recommendations and strategic plan goals. (i.e. winter salt management, groundwater vulnerability/resilience assessment and e-flows).
- Oversee any groundwater related Lake Simcoe Protection Plan projects.
- Review hydrogeological aspects/reports/plans submitted with planning applications.
- Conduct pre-consultation with the developer's consultant to determine study requirements needed for submission with the planning application to ensure hydrogeologic standards are met.
- Participate in RainScaping design charrettes.
- Analyze data/information in reports and assess effects of proposed developments on hydrologic features/processes and relationships to surface water features.
- Provide technical advice and input associated with submissions that require review under the Clean Water Act.
- Attend meetings with Planning staff, developers, and their consultants to discuss technical comments needing to be addressed to facilitate approval.
- Prepare comments/conclusions/recommendations regarding planning applications.
- Represent the Authority at environmental hearings as an expert witness if required.
- Monitor and adapt LSRCA Hydrogeological Submission guidelines as required.
- Respond to general inquiries from the public, member municipalities and other outside agencies and provide hydrogeology/geology information.
- Provide technical hydrogeological input in support of urban and rural stewardship programming to assist in project delivery/design.
- Participate in stewardship/restoration triage meetings as needed.
- Liaise with municipalities, agencies, provincial staff, consultants, and the public to represent the Authority on various groundwater initiatives as required.
- Participate in the development of Natural Heritage System and participate on technical/steering committee.
- Develop, propose, and implement new initiatives associated with groundwater management, hydrogeological processes and related aspects that assist in development review and improved developments.
- Participate in projects, committees or working groups as required.
- Perform other related duties as assigned.

What you offer

- 5 years hydrogeological job experience in the areas of physical hydrogeology, groundwater protection or groundwater resource management.
- University degree in Hydrogeology, Geoscience, Environmental Sciences or Engineering.
- Registered as a Professional Geoscientist (P. Geo) with the Professional Geoscientists of Ontario.
- Strong project management skills and ability to direct projects and/or teams.
- Excellent technical written and oral communication skills.
- Demonstrated core competencies including teamwork, initiative, self-management, accountability, flexibility, and adaptability.
- Demonstrated understanding and technical competence in conducting hydrogeologic investigations (i.e. installing groundwater monitoring wells, conducting soil investigations etc.).
- Ability to apply and interpret groundwater data and understand hydrogeological concepts.
- Familiar with Provincial and Federal legislation, standards and guidelines and Authority policies.
- Familiarity with the Lake Simcoe Protection Plan, Oak Ridges Moraine Conservation Plan, and South Georgian Bay Lake Simcoe Source Protection Plan.
- Thorough knowledge of and experience with the Clean Water Act and the Source Water Protection Plan.
- Experience communicating and working with a variety of technical and nontechnical people.
- Computer proficiency using Microsoft Office software applications.
- Working knowledge of databases, GIS Software (Arcview, Viewlog, Sitefx).
- Must possess a valid Class "G" Driver's License.

What we offer you

- Competitive Salary Range: \$98,885.98 to \$115,682.62
- Enrollment in OMERS pension plan.
- Comprehensive Health and Dental Benefits Plan (Enrollment from first day of employment).
- Employee Assistance Program for you and your dependents.
- Conservation Ontario Pass - provides free access to most Conservation Areas in Ontario.
- Hybrid work opportunity.

Start Date

June 2025

Hours of work

35-hour work week, Monday to Friday, 8:30 am – 4:30 pm.
Occasional travel throughout the watershed is required.

Please forward a single pdf document that includes a résumé and covering letter to the Conservation Authority's Human Resources department, referencing Competition #22-2025, by 4:00 pm on Friday, May 16, 2025, to careers@LSRCA.on.ca.

The Conservation Authority is an Equal Opportunity Employer. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, the Conservation Authority will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. If you are contacted regarding this competition and you require disability related accommodations, please inform Human Resources.

This job advertisement is for an existing vacancy. All personal information is collected in accordance with the Municipal Freedom of Information and Protection of Privacy Act. We thank all applicants for their interest in the Conservation Authority; however, only those candidates selected for an interview will be contacted.