

# Job Opportunity – Compliance Supervisor



Northern Waterworks Inc. provides premium water/wastewater operations to Municipal, First Nation, and corporate clients. We are a high growth company expanding rapidly throughout Ontario, now with divisions in Northwestern Ontario and Northeastern Ontario.

The **Compliance Supervisor** provides leadership and oversight of regulatory compliance and Drinking Water Quality Management System (DWQMS) activities across municipal water and wastewater operations. This role supervises the Compliance Coordinator function, ensures accurate and timely regulatory reporting, audits, and recordkeeping, and serves as the key liaison between Northern Waterworks Inc., PUC Services Inc., municipal clients, and regulators to support safe, reliable, and legally compliant services.

**Location:** Thunder Bay or within Northwestern Ontario

**Permanent Full Time:** 40-hour work week

**Hourly Wage Range:** \$31.40 - \$42.20

## Knowledge

- Post-secondary education in environmental science, engineering, water/wastewater operations, or a related field.
- Hold a valid G Ontario Drivers License; ability to travel to assigned municipal projects.
- Drinking Water and/or Wastewater Operator certification considered an asset.
- Experience working in a municipal or utility-based regulatory environment preferred.
- Demonstrated knowledge of Safe Drinking Water Act, Occupational Health and Safety Act and legislative requirements for water and wastewater systems.
- Knowledge and experience with Drinking Water Quality Management Systems (DWQMS).
- Knowledge of Water Treatment, Wastewater Treatment, Water Distribution/ Supply, and Wastewater Collection.

## Responsibilities

- Provide day-to-day leadership and oversight of compliance activities for drinking water and wastewater systems.
- Ensure compliance with applicable legislation, approvals, licences, permits, and regulatory orders.
- Prepare, review, and submit required regulatory reports, applications, amendments, and renewals.
- Identify compliance risks/deficiencies and implement corrective and preventive actions.
- Supervise, coach, and manage performance of Compliance Coordinator(s).
- Assign, prioritize, and review compliance work (audits, reporting, training, documentation, submissions).
- Lead Drinking Water Quality Management System (DWQMS) implementation and ongoing maintenance activities.
- Oversee internal audits, risk assessments, management reviews, and corrective action tracking/documentation.
- Provide regulatory guidance to Operations Managers, Supervisors, and municipal operating staff; support inspections and external audits through closure of findings.
- Act as a key liaison between NWI, PUC Services Inc., municipal clients, regulators, and external laboratories/service providers, communicating regulatory changes and expectations.

## Attributes

- Excellent communication skills both verbal and written.
- A Demonstrated supervisory and leadership skills.
- Strong written and verbal communication abilities, particularly for regulatory reporting and stakeholder engagement.
- Excellent organizational skills with the ability to manage competing priorities and deadlines.
- Ability to analyze regulatory data and translate requirements into practical operational actions.
- Proficient in Microsoft Office applications and electronic recordkeeping systems.
- Demonstrated capacity to rapidly acquire proficiency in and adapt to new software applications

## Working Conditions

- Combination of office and field-based work.
- Frequent travel to municipal facilities and client sites.
- May require response to regulatory or operational issues outside of normal business hours.

***We are an equal opportunity employer.***

Resumes stating qualifications and work experience related to the selection criteria shall be submitted to Human Resources via email to [hr@nwi.ca](mailto:hr@nwi.ca) quoting the position noted above.

Posting Date: May 8, 2026

Closing Date: May 18, 2026