The District Municipality of Muskoka is currently recruiting for a

Lead Operator

Posting Date: Wednesday, November 18, 2026
Closing Date: Wednesday, December 2, 2026 @ 12:00 NOON
Starting Rate: $36.47 hourly
Salary Range: $36.47 - $39.36 hourly
Hours of Work: 40 hours per week, plus on-call duties as required
Location: Various locations
Classification: CUPE Outside Class 7
Status: Permanent full-time

This job posting is for an existing vacancy, and it is also being posted internally.

The District:

Muskoka is a great place to live and play, and the District is a four-season municipality passionate about protecting, servicing and caring for this community. We have opportunities that will allow you to learn, grow and build your career amongst other ambitious leaders and innovators. We offer a competitive compensation package and are committed to promoting diversity, accessibility and inclusion. **It's what we do!**

The Opportunity:

The Lead Operator (LO) assists the Chief Operator (CO) in the safe and efficient operation and maintenance of Muskoka's water and/or wastewater subsystems, working with minimum supervision. The LO will also act as the Operator in Charge (OIC) as defined in provincial statutes, as required and may be assigned to be Acting CO during periods of absence.

What you will do:

- Performs general maintenance and repairs both inside and outside assigned subsystems, arranging for contracted services as necessary
- Monitors and records all charts, meters, gauges etc. as required
- Acts as "Operator-In-Charge" (OIC) as defined in provincial statutes, and eligible to be the Acting Chief Operator in periods of CO absences
- Supervises assigned personnel, and/ or contractors, when performing system maintenance and repairs and water main breaks and completes the required documentation related to same
- Performs or directs laboratory testing associated with the processes in the assigned facilities, including the testing of raw and treated water, sewage influents and effluents, raw and treated bio-solids
- Analyzes test results, diagnoses problems and makes adjustments necessary to meet quality standards and ensure continuous compliance with approved procedures and legislated targets
- Orders all necessary chemicals, equipment, parts etc. as required
- Completes daily logging of facility and system operation, maintenance and changes as defined in provincial statutes
- Responds to, diffuses and resolves, when possible, customer inquiries and concerns – escalating serious situations to the ORO
- Conducts facility tours and organizes/participates in public education events
- Works safely and in compliance with relevant statutes and regulations and within the safe work procedures and directives as established by the District.
- Undertakes standby duties, as required
- Performs related duties as assigned.

What you will need:

- Minimum Grade 12 education, or equivalent, as defined under Ministry regulations
- Must be certified or licensed, as applicable, at minimum one (1) Class below the subsystem in which they are working in order to fulfill Acting Chief Operator role, when required
- Lead Operators must have three (3) years of operating experience, as defined in the Licensing Guidelines of the Ministry regulations
- Above average knowledge of applicable legislation and regulations (e.g., Occupational Health & Safety Act, Drinking Water Standards, Drinking Water Protection Regulations, Safe Drinking Water Act, Spills Act, etc.);
- A thorough knowledge of engineering, electrical and mechanical systems with a high level aptitude for electrical and/or mechanical work
- Proficiency with various computer systems (e.g. MSOffice Suite, familiarity with SCADA systems is an asset).
- Excellent interpersonal and communication skills, resulting in the ability to ability to communicate effectively and courteously with District staff and members of the public and resolve conflict situations
- Hold a valid Ontario Driver's license

What we are offering:

The District is proud to offer the following benefits with this job:

- Health benefits

- Paid vacation
- Paid leaves
- OMERS pension
- Work-life flexibility
- Perks and discounts
- Wellness programs
- Fostering and fun environment
- Professional development and education opportunities
- Pay range progression based on length of time in the job

The Next Step
If you have the necessary skills, experience and qualifications, and can support our vision and values (RISE: Respect, Innovation, Service and Equity), submit your application using the apply now link below.

APPLY NOW or visit our **careers page** for other opportunities.

Management reserves the right to assign employees to any location within the District of Muskoka without reposting.

The District of Muskoka is an equal opportunity employer and values diversity in our workforce, encouraging applications from all qualified individuals. Our organization is committed to providing persons with disabilities with equal opportunities and standards of goods and services, and we are compliant with the Accessibility for Ontarians with Disabilities Act. If you require disability related accommodation to participate in the recruitment process, please advise the Human Resources department as soon as possible. Accommodation may be provided in all steps of the hiring process. Any questions regarding this posting should be directed to the Human Resources Department.