



Superintendent, Wastewater Systems Maintenance

Organization Website	Posting Date	Location	Salary Range (CAD)	Applications
rdn.bc.ca	January 2026	Central-East Vancouver Island	\$109,224 - \$125,337	info@hwest.ca

Organizational Profile

The Regional District of Nanaimo (RDN) is located on the beautiful central east coast of Vancouver Island, incorporating the municipalities of Nanaimo, Lantzville, Parksville, and Qualicum Beach, and seven unincorporated electoral areas that lie between Cassidy to the south and Bowser to the north.

The RDN is situated within the traditional territories of several First Nations, including Snuneymuxw, Snaw-Naw-As and Qualicum First Nations and recognizes their rich cultural heritage. The RDN is focused on building strong relationships with these Nations.

The RDN is home to approximately 170,000 people and is growing at a rapid pace. Growth is due in part to a mild coastal climate, diverse ecosystems, and landscapes from the Salish Sea to rugged mountains, easy access to a range of outdoor recreation, and a high quality of life.

About the Role

Reporting to and under the general guidance of the Manager, Wastewater Services, the Superintendent, Wastewater Systems Maintenance, plays a key leadership role in ensuring the reliability, safety, and performance of the Regional District of Nanaimo's wastewater infrastructure. This position oversees the preventive maintenance program for treatment plants, pump stations, and conveyance systems, while leading rapid-response efforts during emergencies.

This is an incredible opportunity for an experienced maintenance leader with strong communication and relationship-building skills, to lead the Wastewater Systems Maintenance team at the RDN. The preferred candidate will hold a Mechanical or Electrical Engineering diploma, or related electrical/mechanical maintenance certification in wastewater treatment, or Red Seal Certification. The ideal candidate will have seven (7) years of job-related maintenance experience in an industrial setting with five (5) years of supervisory experience. Plant Engineering and Maintenance Association of Canada (PEMAC) Maintenance Management Professional Certificate, with significant safety training and safety leadership in an industrial setting, is considered an asset. An equivalent combination of education and experience may be considered. Possession of a valid Class 5 Driver's License is required.

The salary for this position is \$109,224 - \$125,337 annually and is supplemented by a competitive total compensation plan. This salary is based on the 2025 exempt management salary structure and does not reflect the results of the salary review that is currently underway in accordance with the exempt compensation policy.

Contact Details

Should you be interested in learning more about this unique opportunity with the RDN, please contact Harbour West Consulting at 604-998-4032 or forward your resume and a letter of introduction, in confidence, to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting believe equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely, and open manner to include individuals previously underrepresented or discouraged from participating.