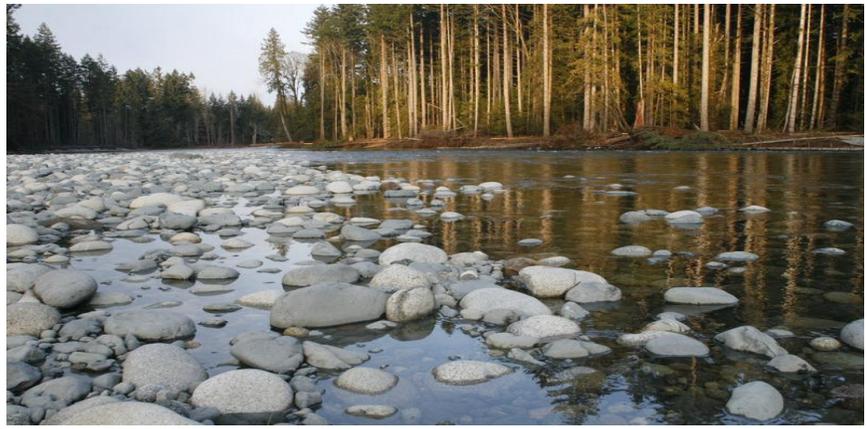




EMPLOYMENT OPPORTUNITY

Plant Engineer, Asset Management

Permanent Full-Time | External
Wastewater Services
Competition No.: 2026-1042



www.rdn.bc.ca



rdncareers@rdn.bc.ca

APPLICATION DETAILS

To apply for this position, send your cover letter and resume to rdncareers@rdn.bc.ca, clearly highlighting your education, experience, and qualifications relevant to the role. **Please quote 2026-1042 in the subject line of your email to ensure proper processing.**

Date Posted: March 24, 2026

**Applications will be accepted until:
4:00 pm, on March 31, 2026**

A Criminal Record Check is a condition of employment with the Regional District of Nanaimo.

We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted.

ABOUT THE ROLE

The Regional District of Nanaimo is seeking a permanent full-time Plant Engineer, Asset Management with Wastewater Services. This role will have workspaces at the French Creek Pollution Control Centre in Parksville, the RDN Administration Building and Greater Nanaimo Pollution Control Centre in Nanaimo, BC. Travel and Work throughout the RDN are required.

Reporting to the Manager, Wastewater Services, the Plant Engineer, Asset Management, is responsible for ensuring key Wastewater Services asset management programs and operational support initiatives are achieved. This role involves planning, implementing, monitoring, and leading asset management strategies, plans, and programs to support sustainable operations, maintenance, and capital project delivery within the Wastewater Services department (WWS). The Plant Engineer, Asset Management works to maximize asset life, minimize life-cycle costs, and plan for future repairs and/or replacements. The position also drives continuous improvement in programs and administration, providing leadership to the Wastewater Services Coordination Team.

As an essential service provider, the Plant Engineer, Asset Management responds to operational emergencies as required, supporting the safe and reliable operation of all Wastewater Services assets.

QUALIFICATIONS

Qualifications for this position include an undergraduate degree in Environmental Studies, Sciences, Engineering, or a related field; Professional Engineer designation with Engineers and Geoscientists British Columbia (EGBC); seven (7) years' experience in asset management strategy development and delivery within an industrial operation, including supervisory experience; and a valid Class 5 BC Driver's Licence. CAMP designation and public sector or unionized experience are assets.

POSITION DETAILS

This is a permanent full-time exempt position offering 35 hours per week with a salary range of \$119,593 to \$137,236. This position offers a competitive benefits package including the option to participate in the RDN's flex days program.

POSITION TITLE: Plant Engineer, Asset Management

DEPARTMENT: Wastewater Services

REPORTS TO: Manager, Wastewater Services

DIRECT REPORTS: Special Projects Coordinator

POSITION SUMMARY

Reporting to the Manager of Wastewater Services, the Plant Engineer, Asset Management, is responsible for ensuring key Wastewater Services asset management programs and operational support initiatives are achieved. This role involves planning, implementing, monitoring, and leading asset management strategies, plans, and programs to support sustainable operations, maintenance, and capital project delivery within the Wastewater Services Department (WWS). The Plant Engineer, Asset Management works to maximize asset life, minimize life-cycle costs, and plan for future repairs and/or replacements. The position also drives continuous improvement in programs and administration, providing leadership to the Wastewater Services Coordination Team.

As an essential service provider, the Plant Engineer, Asset Management responds to operational emergencies as required, supporting the safe and reliable operation of all Wastewater Services assets.

PRIMARY DUTIES AND RESPONSIBILITIES

- Reviews, adheres to, and directs the adherence to safe work procedures in the workplace and generally promotes a safe work environment.
- Promotes and enforces compliance with health and safety regulations and safe work practices within the Department's facilities and personnel. Accepts responsibility for addressing and resolving unsafe practices and conditions within the team.
- Aligns asset management objectives and processes with Wastewater Services (WWS) goals and management practices.
- Implements and leads WWS asset management strategies, plans, and programs, including but not limited to:
 - Participates in the development of asset management policies, strategies, and standards for the maintenance, repair, and replacement of WWS infrastructure to maximize the total-life-cycle value of the assets.
 - Leads the development of asset management plans for WWS infrastructure.
 - Develops criticality modeling and tools to support asset management implementation.
 - Implements and manages asset cataloging and life-cycle definitions.
 - Works directly with WWS Maintenance Superintendent to ensure ongoing preventative maintenance programs are aligned with asset management objectives.
 - Aligns WWS asset management programs with corporate asset management initiatives.
 - Assists with the development of capital budget forecasting tools for equipment/asset replacement.
 - Reviews regulatory changes impacting asset management practices.
 - Works with the RDN Asset Management Team to optimize Computerized Maintenance Management System (CMMS) utilization.
 - Collaborates with all WWS staff to integrate asset management processes and practices into existing processes and practices.

- Collaborates with staff to improve asset management procurement strategies, and contract strategies for key equipment, including the establishment of economic order of quantities for inventoried equipment.
- Identifies, assesses and mitigates operational, financial, environmental, safety, and regulatory risks within the asset management purview, maintaining risk tracking tools with departmental team members.
- Tracks, supports and reports performance metrics and key performance indicators (KPIs) for asset performance, financial health, and special projects status.
- Maintains records and documentation, prepare summaries, reports and recommendations associated with the asset management program.
- Assists with monitoring long-term asset performance and working with WWS teams, identifies opportunities for optimization and risk mitigation across the asset life cycle.
- Collaborates with team members within and outside the department to improve operational strategies and implement innovative solutions. Supports the continuous improvement of operational practices and project management systems, including contributing lessons learned.
- Supports the development and management of annual work plans and budgets.
- Supervises unionized administrative staff, including scheduling, training, and performance management.
- Leads staff selection, evaluation, and discipline and provides recommendations on work standards and staffing levels.
- Responds to employee concerns, participates in investigations, and represents the employer in grievance procedures under the Collective Agreement. Consults with the Manager of Wastewater Services on Labour Relations issues.
- Maintains effective relationships with Provincial and Federal ministries, regulatory agencies, industry, and other Regional Districts, municipalities, and communities as required.
- Works as a leader, facilitator, and consensus builder to foster an inclusive, collaborative work environment to promote effective coordination of the asset management function.
- Provides vacation coverage as required to WWS Manager and Superintendents
- Performs other related duties as directed by the Manager of Wastewater Services.

REQUIRED EDUCATION AND EXPERIENCE

- Undergraduate degree in Environmental Studies, Sciences, Engineering, or related field.
- Professional Engineer designation from Engineers and Geoscientists British Columbia (EGBC) as a P.Eng.
- Certified Asset Management Professional (CAMP) designation is preferred.
- Seven years' experience planning, implementing, monitoring, and leading asset management strategies, plans, and programs that support sustainable operations, maintenance, and capital project delivery within an industrial operation including one year in a supervisory role.
- Experience in public sector infrastructure and unionized environments is an asset.
- Valid Class 5 BC driver's license.

KNOWLEDGE AND ABILITIES

- Strong knowledge of federal/provincial wastewater regulations and municipal bylaws.
- Expertise of asset management principles, life cycle planning, terminology, risk assessment, and processes to preserve assets.
- Proven ability to create and maintain asset inventories, conduct condition and risk assessments, and apply preservation methods.

- Ability to work under general direction and use sound independent judgement in adapting and applying procedures to address and resolve unusual or problem situations.
- Demonstrated contract administration and project management skills.
- Ability to organize and prioritize a complex series of project components to meet multiple time-based deliverables that require a high level of detail and accuracy.
- Strong analytical and research skills and ability to present recommendations clearly. Displays a high degree of integrity and professionalism.
- Strong interpersonal skills and ability to build and maintain effective and respectful working relationships with internal and external contacts. Skilled in dealing tactfully and sensitively in a variety of situations.
- Sound written and oral communication skills with the ability to communicate effectively both verbally and in writing including letter, report writing and presentation skills.
- Ability to explain difficult issues and work to establish consensus and compliance.
- Ability to manage change and support others through transitions.
- Working knowledge of ISO 14001.
- Proficiency using Microsoft office programs, including Word, Excel, Outlook, and Project.
- Strong knowledge of computerized maintenance management systems (CMMS) and asset management systems.