

EMPLOYMENT OPPORTUNITY

Laboratory Technician

Permanent Full-Time | External

Wastewater Services

Competition No.: 2026-1083



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 2026-1083 in the subject line of your email to ensure proper processing.

Applications will be accepted until: 4:00 pm, on June 22, 2026.

Date Posted: June 8, 2026.

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

CRIMINAL RECORD CHECK

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

ABOUT THE ROLE

The Regional District of Nanaimo is seeking a permanent full-time Laboratory Technician with Wastewater Services based at the French Creek Pollution Control Centre (FCPCC).

The Laboratory Technician contributes to the effective operation of the Wastewater Services department through ensuring the standards of laboratory accreditation are met and through the performance of chemical and biochemical analysis on solids and wastewater samples.

QUALIFICATIONS

Diploma of Technology in Chemistry/Environmental Studies from a recognized Institute of Technology, plus 3 - 4 years prior job-related experience in an environmental or chemistry laboratory setting. Experience and training in current ISO 17025 accreditation is an asset.

SKILLS & ABILITIES

- Thorough knowledge of standard laboratory physical, chemical, and bacteriological analytical methods and procedures related to air, soil, water and waste disposal pollution control samples.
- Considerable knowledge of the laboratory testing, methods and priorities related to the work.
- Excellent oral and written communication skills.

POSITION DETAILS

This is a permanent full-time (40 hours per week) Union position. The (2026) rate of pay is \$43.50 to \$45.79. The position offers an attractive benefits package as provided within the collective agreement between the Regional District of Nanaimo and the Canadian Union of Public Employees, Local 401.



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Laboratory Technician Wastewater Services

Pay Band 12

Job Summary

The Laboratory Technician contributes to the effective operation of the Wastewater Services Department through ensuring the standards of laboratory accreditation are met and through the performance of chemical and biochemical analysis on solids and wastewater samples. This position supports the Wastewater Services Department by assisting team members in their duties, as required, to meet service expectations, departmental goals, and objectives.

Primary Duties and Responsibilities

- Performs a variety of routine/standardized chemical and physical testing on wastewater and sludge samples at multiple sites; checks test results against established norms and refers unusual results to appropriate wastewater staff.
- Maintains laboratory accreditation through various tasks including following a Quality Assurance/Quality Control program, laboratory policies to meet ISO 17025 requirements, and a training program for staff performing laboratory testing and sampling.
- Keeps detailed records ensuring full traceability in all accredited tests.
- Observation and microscopic diagnosis for process control (activated sludge).
- Participates in the development of recommendations on internal/external sampling, testing needs and interpretations of internal/external lab test results.
- Collects and prepares samples for external testing and reviews and monitors external test results for quality.
- Provides troubleshooting/maintenance advice for laboratory equipment.
- Reviews all laboratory data for quality and accuracy and identifies and report nonconformities.
- Performs proficiency testing for certain test parameters through CALA to maintain certification.
- Prepares standards and reagents, dispenses media, maintains, operates, and calibrates laboratory apparatus and maintains laboratory supplies and reagents as required.
- With direction, performs non-routine tests and analyzes unusual samples as required.
- Liaises with administrative and operating staff to exchange information on lab tests or test results.
- Participates in general laboratory cleaning and disinfection activities.
- Performs field sampling work related to the work of chemistry, microbiology of wastewater treatment plant laboratories.
- Collaborates with the team in providing recommendations on goals/policies, controlling documentation, identifying resources, procedures, defining maintenance schedule, and reporting test results.
- Participates in internal and external laboratory audits.
- Participates in non-conformance investigations and corrective action implementation.
- Participates in method validation and laboratory risk assessment.
- Participates in statistical analysis of QA/QC and sampling data.
- Reviews, adheres to, and supports the adherence to safe work procedures in the workplace and generally promotes a safe work environment.
- Performs other related duties as required.

Job Qualifications

Education/Experience

- Diploma of Technology in Chemistry/Environmental Studies from a recognized Institute of Technology.
- 3 - 4 years prior job-related experience in an environmental or chemistry laboratory setting.
- Experience and training in current ISO 17025 accreditation is an asset.
- An equivalent combination of training and experience may be considered.

Skills/Abilities

- Thorough knowledge of standard laboratory physical, chemical, and bacteriological analytical methods and procedures related to air, soil, water and waste disposal pollution control samples.
- Working knowledge of WHMIS regulations and procedures.
- Considerable knowledge of the laboratory testing, methods and priorities related to the work.
- Knowledge of the Environmental Management Act and of the functions of the Regional District of Nanaimo as applied to wastewater.
- Experience working with samples that are hazardous in nature (i.e.: wastewater)
- Knowledge of complex laboratory instrumentation, analytical equipment, and of wastewater treatment principles is an asset.
- Ability to perform routine chemical, physical, and bacteriological tests, and analyses, and to prepare and maintain manual and computerized calculations, data, and material related to the work.
- Ability to perform field sampling work involving physical activity and effort in all weather conditions.
- Ability to recognize unusual lab test results, to support investigations, conduct further sampling and analysis for confirmation, and to report findings as appropriate.
- Ability to communicate effectively with internal contacts to exchange routine information on specific tests and samples.
- Ability to organize workload to meet established schedules and priorities and to follow laboratory testing and sampling protocols.
- Excellent oral and written communication skills.
- Excellent interpersonal skills with the ability to resolve conflict effectively and escalate as appropriate.
- Skills in the maintenance, operation, calibration and simple repair of standard laboratory apparatus and equipment.
- Physically capable of performing the duties of the position.
- Flexible and able to work at multiple laboratory sites to provide required coverage.
- Willingness and ability to adapt to weekend work.

Reporting Relationship

Reports to: Chief Laboratory Technician