Lower Thames Valley Conservation Authority
Employment Posting

Water Resource Analyst

LOCATION: 100 Thames Street, Chatham, ON, and/or 8348 Longwoods Rd, Mount Brydges, ON
DEPARTMENT: Conservation Lands and Services
REPORTING TO: Agricultural Program Coordinator
DATE POSTED: November 16, 2026
CLOSING DATE: November 30, 2026
ANTICIPATED START DATE: December 15, 2026
ANTICIPATED DURATION: December 2026 – December 2027 (12-month contract)

PURPOSE OF POSITION:

The Water Resource Analyst reports to the Agricultural Program Coordinator and will work closely with the watershed monitoring and stewardship teams. The primary responsibilities of the position are to document, organize, synthesize, analyze, and report on water quality and hydrology data for the Phosphorus Reduction Program.

QUALIFICATIONS:

- A post-secondary degree or diploma from a recognized academic institution specializing in hydrology, environmental chemistry, environmental sciences or related field.
- Knowledge of and experience in the application of statistical tools and methods used in hydrologic, chemical and physical water resources analyses.
- Experience in managing, querying and manipulating data in large relational databases using WISKI, HEC DSS, or similar software.
- Knowledge of hydrology, water quality parameters and indices, freshwater ecology, and environmental monitoring methods and practices.
- Understanding of the natural processes in freshwater ecosystems (e.g. rivers and lakes) and inter-relationships between water quality, stream flow and land use/land management practices.
- Excellent technical and plain-language communication skills, both oral and written.
- Understanding of provincial and federal water quality standards, guidelines and objectives.
- Proficient in MS Office environment (Word, Excel, Outlook, Access), statistical software packages (e.g., R); and experience with Geographic Information Systems (ArcGIS).
- Valid Ontario Class G driver's license.

SPECIFIC RESPONSIBILITIES:

The Water Quality Analyst will conduct environmental data analysis and geospatial mapping to assess watershed conditions and trends, support evidence-based policy and planning, and communicate findings through technical reporting, research, and stakeholder engagement.

As part of this work, they will assist with the following:

- Conducting statistical analyses of water quantity, water quality, and aquatic ecology data (including fish and benthic invertebrate communities) to support evidence-based environmental management and policy development.
- Developing baseline environmental conditions and evaluating temporal and spatial trends to inform watershed planning and decision-making.
- Organizing, managing, and analyzing large environmental datasets using database systems, statistical software, and geospatial (GIS) tools for reporting and policy support.
- Preparing technical reports, scientific documentation, and plain-language summaries to communicate analytical findings to diverse audiences.
- Providing verbal and written updates to multi-agency project committees and stakeholders.
- Supporting cumulative effects assessments and contributing to the evaluation and improvement of multi-scale environmental monitoring programs.
- Presenting research findings at regional and national conferences and contributing to scientific publications, including drafting manuscripts and technical papers.
- Collaborating with watershed First Nations communities to support water quality and water quantity monitoring initiatives and program objectives.
- Providing expert advice and technical input to support environmental policy, planning, and program development within the watershed.
- Develop map products, including format and design and compile required data from aerial photographs, survey notes, records, reports and other maps.
- Generating maps, related graphs and charts using digital mapping techniques, computer interactive graphics, computer-assisted design and drafting (CAD) software, traditional drafting methods and computer or traditional scribing tools.
- Developing interactive Story Maps and ArcGIS dashboards for public engagement.
- Supporting public outreach and education initiatives by participating in environmental awareness events and effectively communicating data-driven insights to diverse audiences.
- Assist in water sampling at research sites during precipitation and flow events.
- Other duties as assigned.

COMPENSATION & HOURS:

Salary: $38.80/hour
Hours/Week: 35 (anticipated)
Classification: Full-Time Contract (12-months)

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Please send a resume and cover letter by November 30, 2026, noting this position to:

Attn: Donna Small
Lower Thames Valley Conservation Authority
100 Thames Street
Chatham, ON. N7L 2Y8, or
Fax: 519-352-3435, or
Email: careers@ltvca.ca

We thank all applicants for their interest. However, only those selected for an interview will be contacted.

LTVCA is an equal opportunity employer in accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code. LTVCA is committed to providing accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. If you require disability related accommodations, please notify us and we will work with you to meet your needs. Personal information provided is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act.