



**GWAI**  
ENGINEERING

## Join Our Team: **ASSET MANAGEMENT ENGINEER**

INFRASTRUCTURE/ UTILITIES - ALL LEVELS

**LOCATION: Victoria, BC (Flexible: Office + Field / Hybrid)**

**POSITION TYPE: Permanent, Full-Time**

Gwaii Engineering Ltd. is an Indigenous-owned engineering and advisory firm working in partnership with First Nations, municipalities, and public-sector clients across British Columbia and Canada. Our work focuses on planning, designing, and setting up resilient infrastructure systems that support community health, self-determination, and long-term sustainability.

We work directly with communities that own, operate, and rely on their infrastructure systems. Our role often includes helping clients establish asset management frameworks, master plans, and decision-making systems where they may not yet exist, and supporting capacity-building alongside technical delivery.

### **Gwaii team member PERKS:**

- Flexible 4-day work weeks
- Employee ownership/ profit-sharing
- Health and dental benefits
- RESP matching contributions
- Twice-weekly in-house yoga
- Social events
- Annual fitness stipend
- In-house fitness centre

### **Role:**

We are seeking an Asset Management Engineer (Infrastructure/ Utilities) to join our growing team. This role is intentionally open across junior, intermediate, and senior experience levels, with responsibilities scaled based on experience and demonstrated capability.

The successful candidate will work across multiple clients and infrastructure systems, supporting the planning, analysis, design, and implementation of asset management, master planning, and modelling initiatives.

Systems include water, wastewater, stormwater, traffic, transportation, and related civil infrastructure, with a strong focus on First Nations communities.

### **Key Responsibilities\*:**

- Develop and implement asset management strategies, including lifecycle planning, risk-based decision-making, condition assessment, and capital renewal programs for community infrastructure.
- Lead or support long-range infrastructure planning, servicing studies, and funding applications that inform capital investment decisions.
- Prepare and/or lead infrastructure master plans for water, wastewater, stormwater, and transportation systems that integrate growth, climate resilience, regulation, and community priorities.
- Develop, update, and apply hydraulic models to support planning, design, operations, and scenario analysis, integrated with GIS and asset datasets.
- Analyze infrastructure data and develop dashboards, reports, and visualizations to support evidence-based decision-making using tools such as GIS, Excel, Power BI, SQL, or FME.
- Provide planning-level and conceptual engineering support for civil infrastructure (pipelines, pump stations, treatment facilities, ponds, and roadways), including coordination with operations and regulators.
- Participate in site visits, inspections, and field verification in community settings as required.
- Collaborate with First Nations staff, leadership, and partners through workshops and engagement sessions, preparing clear, accessible technical materials for diverse audiences.

**\*Please see Expanded Technical Details page for full list of key responsibilities.**

### **TO APPLY:**

- ✉ Please send your resume and cover letter to Brandon Ducharme at [bducharme@gwaiieng.com](mailto:bducharme@gwaiieng.com) with the subject line "Asset Management Engineer". We thank all applicants for their interest; however, only those candidates selected for interviews will be contacted.



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## Qualifications & Experience

### Education & Credentials

- Degree in Civil Engineering or related discipline.
- Eligible for, or registered as, a Professional Engineer (required for intermediate and senior levels).

### Experience (scaled by level)

- Junior: Exposure to infrastructure, utilities, GIS, asset management, or modelling.
- Intermediate: Experience supporting asset management, infrastructure planning, master planning, or hydraulic modelling.
- Senior: Demonstrated leadership in asset management initiatives, master planning, or hydraulic modelling studies.

### Desired Experience & Attributes

- Experience working with First Nations communities; Indigenous applicants are strongly encouraged to apply.
- Strong interest in community-based infrastructure, capacity-building, and practical implementation.
- Experience with hydraulic modelling for water, wastewater, or stormwater systems is an asset.
- Strong analytical, communication, and relationship-building skills.
- Comfortable working across strategy, data, modelling, planning, and technical support as needed.

## Compensation:

Salary and bonus structure is industry competitive and negotiable based on experience. Potential signing bonus and relocation expenses for the right candidate.

## Why Gwaii?

This role offers the opportunity to work on meaningful infrastructure projects that directly support Indigenous community development, resilience, and self-determination. Team members at Gwaii work across the full infrastructure lifecycle, in a collaborative and values-driven environment, with room to grow technically and professionally.

623 Discovery Street, Victoria BC  
[www.gwaiieng.com/opportunities](http://www.gwaiieng.com/opportunities)



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INFRASTRUCTURE/ UTILITIES - ALL LEVELS

## Key Responsibilities - FULL EXPANDED DETAILS - Pg 1

### Asset Management & Infrastructure Planning

- Develop and implement short- and long-term asset management strategies for community-owned infrastructure systems.
- Analyze asset data to support lifecycle planning, renewal, and replacement programs.
- Develop and monitor capital asset management and rehabilitation programs.
- Support or lead long-range infrastructure planning and servicing studies.
- Apply risk-based decision-making, condition assessment, and level-of-service analysis.
- Prepare business cases, funding applications, and budget inputs to support capital investment.

### Master Planning

- Support and/or lead the development of infrastructure master plans, including:
  - Water supply and distribution
  - Wastewater collection and treatment
  - Stormwater management
  - Traffic and transportation systems
- Integrate growth, land use, climate resilience, funding requirements, and regulatory considerations into master plans.
- Prepare technical reports, drawings, and implementation roadmaps that communities can realistically deliver.

### Hydraulic Modelling & Systems Integration (Asset)

- Develop, update, and apply hydraulic models to support planning, design, and operational decision-making.
- Integrate hydraulic models with asset inventories, GIS datasets, and asset management systems.
- Support scenario analysis for growth, climate change, emergency response, and capital planning.
- Experience with industry-standard modelling software is considered an asset, including but not limited to:
  - Water Distribution: EPANET, WaterCAD, WaterGEMS, InfoWater, InfoWorks WS Pro
  - Wastewater & Stormwater: EPA SWMM, PCSWMM, InfoWorks ICM, SewerGEMS, InfoWorks CS
  - Integrated / Catchment Modelling: MIKE URBAN, MIKE+



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## Key Responsibilities - FULL EXPANDED DETAILS - Pg 2

### Data, Analytics & Systems

- Work with asset, condition, performance, and model datasets to support evidence-based decision-making.
- Develop dashboards, reports, and visualizations for asset performance, risk, and investment needs.
- Utilize GIS platforms (ArcGIS Pro, ArcGIS Online, Enterprise).
- Support or implement asset management systems and CMMS/EAM tools.
- Apply Excel, Power BI, SQL, FME, or similar tools as appropriate.

### Engineering & Technical Support

- Support planning-level and conceptual engineering for pipelines, pump stations, treatment facilities, ponds, roadways, and related infrastructure.
- Coordinate with operations, planners, regulators, and delivery teams.
- Participate in site visits, inspections, and field verification in community settings.

### Drafting & Design Support

While not the core focus of the role, candidates must be willing and able to support the team with drafting and design tasks in Civil 3D and related CAD software as required, including preparation of figures, layouts, and support drawings.

### Collaboration & Community Engagement

- Work collaboratively with First Nations staff, leadership, operators, and external partners.
- Participate in workshops, interviews, and engagement sessions that respect community priorities and ways of working.
- Prepare clear, accessible technical materials suitable for diverse audiences.