

Please review **IMPORTANT NOTES** and **VIDEO INTRODUCTION QUESTIONS** below where you will also find a registration link.

About us:

R.V. Anderson Associates Limited (RVA) offers services to private and government sector clients throughout Ontario and the Maritimes. We provide engineering solutions for bridges, retaining walls, tunnels, buildings, institutional and municipal facilities. Our team is recognized for providing quality, innovation and maintaining client satisfaction. The work environment is energetic, challenging, and rewarding. RVA has been engaged in the provision of professional engineering, operations, and management services since 1948. The organization comprises environmental and infrastructure specialists for water, wastewater, transportation, and urban development. The company is owned by its principals and associates, providing services to public and private sectors in Canada, and internationally. The company started with six staff, including one professional registered engineer, four technicians and draftsmen, and one stenographer. Today, our firm has more than 350 employees based out of nine offices providing services across Canada and internationally.

At RVA, we are driven in all that we do by core values of quality, employee ownership, financial stability, and integrity. Our commitment to creating a strong, stable organization is reflected by our status as one of Canada's Best Managed Companies and one of the Greater Toronto's Top 2020 Employers. Our goal of sustainable growth can only be achieved with the help of great people who share our core values. We are looking for people who want to take ownership of their work and of their company, because we believe that when people take ownership, they achieve greater things.

Explore Opportunities:

Our company recruits Engineering Specialists, P.Eng.s., EITs and new graduates.

When exploring opportunities with us for this event:

Please visit our website to learn more about RVA before putting your submission together

- we invite you to tell us about yourself as you record an introduction video with respect to the specialities listed below.

OR

- we invite you to explore our job posting(s) online and reference the job title you are interested in as you record your introduction video.

Municipal

Transportation

Electrical C&I

Water and Wastewater

Mechanical

Urban development

Structures & Tunnels

Roadway and traffic signal designs

Why join us?:

- Competitive salary as well as merit and profit bonus programs;
- 100% employee-owned with share ownership opportunities offered at all levels;
- Excellent employee benefits package including health, dental and vision;
- Generous pension program;
- Awarded one of Canada's Best Managed Companies for 11 years in a row;
- Winner of the Greater Toronto's Top 2020 Employers
- Corporate philosophy that encourages employee growth and development as well as mentorship opportunities

- Friendly, welcoming and team-oriented atmosphere that fosters collaboration across all departments and levels;
- Flexible career direction with opportunities for advancement and to choose your own path;
- Ability to work on interesting and exciting project ranging in type, size and scope;
- Work-life balance is one of our core values and we offer flexible work arrangements as well as fun, extracurricular social events

Diversity, Inclusion and Accommodations:

At RVA, we are committed to fostering a workforce that reflects the diversity of the communities in which we operate. RVA is an Equal Opportunity Employer that considers applicants without regard to age, race, colour, national origin, citizenship, gender, sexual orientation, religion, creed, marital status, disability, or any other protected status. If a candidate needs special accommodations, the HR team ensures that accommodations are provided. Any information received relating to accommodations will be treated as confidential.

IMPORTANT NOTES:

Once you have registered you will receive an email from OSPE with links to the employer portals to record your introduction video(s).

Once you arrive at an employer portal you will enter your name, you will click on upload document and upload your resume. You will then be permitted to access the video recording area to start recording your introduction video for that employer.

You will be presented with 3 questions and you will have 1 minute to answer the question by video.

We recommend you read the [FAQ](#) document BEFORE going to the employer video online portal.

VIDEO INTRODUCTION QUESTIONS:

1. Please tell us about yourself and which engineering speciality or job title you fit best in?

Up to 1-minute answer by video

2. What makes you the best choice for this position or area?

Up to 1-minute answer by video

3. Tell me about a specific time when those with whom you were working could not agree upon the course of action. How did you approach the situation?

Up to 1-minute answer by video

REGISTRATION:

[Register here](#) to pay your video processing fee and get access to the online video recording portal