

Located an hour east of Toronto, the thriving Southeastern Ontario community of Northumberland County has a rich history of agricultural production, world-class manufacturing, and economic viability. As the upper tier of municipal government, we weave together seven diverse yet complementary municipalities.

Currently, we are looking to fill the following existing vacancy:

Director, Public Works

Permanent, full-time position

Reporting to the Chief Administrative Officer (CAO), the Director of Public Works will be responsible for the complete management, direction, and operation of the Public Works department. This position will be responsible for the overall control, allocation, utilization, disposition, security, and coordination of resources for the Public Works department, including a \$20 million+ annual operating budget.

Duties & Responsibilities:

- Participate in the development of the corporate strategy as a member of the senior management team.
- Work with County Council, Senior Management Team, Managers, and front-line staff.
- Provides significant input into the department's overall strategy.
- Selects, trains, directs, mentors, coaches, and evaluates senior staff.
- Provides framework for succession planning.
- Management of municipal infrastructure program valued at over \$30 million annually including roads, bridges, buildings, and facilities.
- Balance professional, political, community and stakeholder interests.
- Monitor the compliance of broad departmental areas with professional and regulatory policies, procedures, and related standards.
- Manage external relationships with the public, media, government agencies with tact and professionalism.
- Provides recommendations to Council and Committees through timely reporting and presentations, anticipating responses/issues and managing expectations.
- Daily demonstration of the Corporate Values and aligns behavior with the expectations defined in the Corporate Values. High level of Emotional Intelligence.
- Provide leadership and guidance to develop and implement annual and long-term strategic priorities, programs, and business plans, Balance professional, political, community and stakeholder interests.
- Attends and acts as a resource at Council meetings, Committee meetings, Advisory Committee meetings, and Public Open Houses.
- Assumes a lead role in the development and coordination of Waste Management strategy, Regional Road Network, and Corporate Buildings and Facilities.
- At a high level, effectively governs the Department's major engineering and capital projects.

Qualifications & skills:

- University Degree in Engineering preferred but a suitable combination of experience and education will be considered.
- Member in good standing with the Professional Engineers of Ontario (PEO) preferred.
- Minimum ten (10) years' proven experience as a leader.
- Extensive experience managing staff (unionized and non-union) and knowledge of labour relations/labour management principles and practices.
- Considerable knowledge of the modern principles, practices, methods, materials, and techniques of civil engineering as applied to private development projects, municipal engineering, design and construction, public works operations, utility installations.
- Considerable knowledge of project management and contract administration.
- Excellent communication skills, report writing and presentation abilities
- Experience in preparing, providing, and approving reports for Council and Committees.

- Ability to bestow tact and diplomacy in a political and client-based environment.

Salary range and benefits to be negotiated with the candidate of choice based on the category as defined by Human Resources department.

Interested candidates are invited to submit their application to Ravenhill Group Inc attention Glen Smith, including resume and cover letter that clearly outlines their qualifications and relevant experience, no later than 9:00am on Monday, January 17, 2022 via email to: **glen@ravenhillgroup.com**