



# Director of Engineering & Infrastructure

City of Kenora, Ontario

The City of Kenora is a regional hub located in Northwestern Ontario. Perched on the north shore of the Lake of the Woods, close to the Manitoba boundary, about 210 km east of Winnipeg (by road), Kenora has a rich economic and cultural history. Surrounded by pristine shoreline, Kenora is an attractive summer destination with a population of 15100 that doubles seasonally with visitors from neighbouring provinces and states who are drawn to this freshwater playground filled with outdoor adventure, boating, beaches, parks, trails, and a vibrant community dedicated to arts and culture.

## THE OPPORTUNITY

Reporting to the Chief Administrative Officer, the Director of Engineering & Infrastructure is responsible for leading the management, operation, administration and implementation of all municipal works, engineering, and community planning programs and services. A key member of the Senior Leadership Team; the Director will manage a wide range of projects end-to-end, including the planning, supervision of construction and commissioning of new infrastructure and rehabilitation of existing infrastructure initiatives. The Director will develop operational working knowledge of the municipality, provide strategic insight, challenge the conventional approach, and execute several developments during an energizing time of growth and expansion. This is a career opportunity for a strategic and community-minded operational leader with a blend of technical and tactical skills, who is driven by making a lasting impact, mobilizing teams in a complex environment, and fostering a culture of outstanding customer service and team excellence.

## KEY RESPONSIBILITIES

- Assist the CAO in the presentation and execution of long-term strategies for growth and development.
- Develop comprehensive, inclusive, and transparent business plans leveraging an appropriate level of risk management, while maintaining optimum return on investment and efficiency for taxpayers.
- Accountable for all aspects of the Engineering and Infrastructure Service Department, including the planning, directing and management of Roads, Water and Sewer, Engineering and Fleet Management Services.
- Create sustainable, cost-effective solutions to meet city infrastructure challenges which optimize existing assets.
- Lead the development of asset management plans, identifying recommendations, addressing future needs, and recommending renewal opportunities for expansion and improvement.
- Develop effective operations and maintenance programs which promote safety and efficiency and reduce costs.
- Promote a culture of excellence, with a focus on best-practice, quality improvement, innovation, and service modernization in accordance with regulatory compliance and legislation and guided by emerging technologies.
- Lead with passion and purpose, developing an empowered workforce and fostering a collaborative approach focused on priority setting, communication, team building, coaching, development, and mastery.
- Prepare and implement the Public Work's Department annual operations and capital budgets, developing long-term capital plans to ensure preventative maintenance plans and appropriate support for public works assets.
- Respond to public concerns in an appropriate, professional, and timely manner.

## QUALIFICATIONS

- Bachelor of Applied Science in Transportation or Civil Engineering or related equivalent experience.
- Minimum 7+ years experience in design relating to roadway, storm sewers, sanitary sewers, watermain, wastewater, solid waste, infrastructure, or transportation, preferably municipal related.
- 5 years + of progressive leadership experience, advancing in responsibility and scope.
- Successful track record of budget management and oversight of financial operations, including oversight of multi-year operating and capital budgets, forecasting, expenditure management and capacity development.
- Experience with strategic planning including managing complex organizational change and setting priorities based on organizational mandates and initiatives, acquired in large and complex environments.
- Strategic, long-term thinker with the ability to anticipate needs, prioritize competing demands, manage multiple complex projects, and negotiate solutions through positive and collaborative relationship management.
- Proven ability to develop and mobilize people to achieve a shared vision and implement strategies.
- Politically astute, visionary leader and solid decision maker with strong business acumen and integrity.

***To apply to this opportunity, please send a resume and cover letter to Jen Sklar quoting project #40134 to [jen@harrisleadership.com](mailto:jen@harrisleadership.com)***