

Niagara Region is an equal opportunity employer committed to inclusive, barrier-free recruitment selection processes and work environments.

Commissioner of Public Works – Niagara Region

Niagara Region

With a population of 479,000, Niagara is a rapidly growing Region, where the population is expected to grow by more than 214,000 new residents by 2051. It consists of a mosaic of twelve municipalities, each of which has its own distinctiveness, history, geographical differences, and culture. Niagara Region administration employs a dynamic workforce of approximately 3,500 union and non-union staff, working in multiple locations, jobs, and shifts.

The Niagara Region is also a location with breathtaking views, nature trails, lush vineyards, events, and festivities, located at the southern part of Ontario in Canada. The Region is surrounded by three bodies of water – Lake Ontario, the Niagara River and Lake Erie. With the world famous Niagara Falls, the man-made wonder Welland Canal, wine regions, historical sites, agricultural lands, commercial centers, casinos, festivals and shows, the entire Niagara Region has a vibrancy that will entice any visitor. The Niagara Region attracts over 13 million visitors on an annual basis.

For more information on the Region's direction please take a look at The Niagara Region's strategic priorities and objectives using the following link: [Niagara 2041 - Niagara Region, Ontario](#)

The Opportunity

With significant growth and development plans, Niagara Region is seeking an outstanding candidate for the position of Commissioner of Public Works. Reporting to the Chief Administrative Officer (CAO) the core responsibilities of the role will be to:

- Provide strategic, innovative, and operational leadership for the Public Works department consisting of 4 divisions, 616 staff, and a \$302M capital and a \$257M operating budget for 2022
- Ensure linear infrastructure (Transportation, Water and Wastewater, GO Implementation, Waste Management) program and service development, enhancement, and maintenance delivery to support growth objectives and service delivery
- Work with the Region's 12 municipalities, key stakeholders, and the NR leadership in a collaborative and consultative manner to support growth, as well as ongoing programs and services

Key Accountabilities for the Role include:

- Overseeing the development and implementation of Public Works programs, projects, and services for the Region of Niagara
- Developing, managing, approving, and ensuring adherence to the annual and multi-Year Capital and Operating budgets for Public Works in support of Council's objectives
- Participating in the development and implementation of corporate-wide-strategies, structure, systems, processes and policies as a member of the Corporate Leadership Team (CLT)
- Developing and managing relationships with internal and external stakeholders, ensuring department strategies are managed and financial and performance expectations are fulfilled
- Strategic, long-range people resource planning for the Department, supporting corporate culture and strategy, ensuring an engaged workforce and safe workplace resulting in optimal people performance, work quality and deliverability of results
- Ensuring financial transparency and accountability in line with corporate financial policies
- Leading the purchase of goods and services in accordance with procurement policy and procedures
- May be required to support emergency operations under the incident management structure, at the direction of the Emergency Operations Centre Director.

Knowledge, Experience & Capabilities

The successful candidate will be a collaborative leader with a proven track record of partnering with stakeholders in delivery of infrastructure programs and services in a growing and complex multi-stakeholder environment. The successful candidate will also have:

- 10 years of leadership experience in Public Works / linear infrastructure programs and services in a growing municipal or regional setting with demonstrated planning, engineering, and financial acumen in delivering multiple projects with varying priorities, size, scope, and diversity
- Proven ability to build a collaborative, team-based and safe culture, and to engage and inspire a work force of unionized and non-unionized staff
- Shown success in building succession, capability, and capacity of Public Works
- Demonstrated success in developing and implementing multi-faceted strategic plans with wide-ranging impacts, along with relevant goals, objectives, process improvements and tools to support these plans
- Significant experience working collaboratively with a senior leadership team
- An established record of successfully addressing the conflicting demands of growth, asset management enhancement and maintenance, as well as emerging issues and requirements
- Experience with diverse and dynamic communities and stakeholders, along with a sensitivity to and understanding of agricultural, rural, and small communities
- An aptitude for developing strong and effective working partnerships, rapport and relationships with senior leaders, governance boards, stakeholders, councils, and all levels of employees
- An ability to communicate across all mediums and methods in an articulate, compelling, diplomatic, and engaging manner to ensure understanding of issues
- The ability to effectively manage expectations and a reputation for being highly responsive to issues, concerns, and feedback
- A strong degree of integrity, openness, objectivity, discretion, trustworthiness, ethical conduct, and transparency, while reflecting strong interpersonal skills
- Thorough knowledge and understanding of relevant standards, statutes, regulations, and by-laws, as well as understanding of construction, infrastructure planning, asset management and engineering principles

Qualifications/ Certifications

- Post-secondary degree in engineering and professional designation
- MBA and a PMP certification are an asset

Compensation

Hiring salary range is \$185,610 - \$218,360 per annum plus a competitive, full benefit package and pension plan

Application process

If this opportunity matches your interest, experience, and qualifications, please apply online in confidence to arthur@wmc.on.ca providing your application (cover letter and up-to-date resume) by end of day March 18, 2022.

Please note:

- Leadership assessments may be administered as part of the selection process per the Region's policy
- We thank all applicants; however, only those selected for an interview by the Region will be contacted.