



## Township of South Stormont Employment Opportunity

<b>Position:</b>	Director of Public Works
<b>Department:</b>	Public Works Department
<b>Type:</b>	Permanent, Full-Time (Non-Union)
<b>Hours of Work:</b>	35 Hour work week, Monday to Friday with occasional evenings/weekends
<b>Job Ad Deadline:</b>	Wednesday, July 24, 2024 at 12:00 pm

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The Township of South Stormont is a diverse mix of rural and small urban communities in Eastern Ontario. Home to approximately 14,000 residents, the Township's unique history and location on the shores of the St. Lawrence Seaway offers a host of activities and lifestyle opportunities.

The Township of South Stormont's mission is that through dedicated leadership and strong infrastructure, we will deliver sustainable, quality services to our residents and businesses while ensuring a vibrant and healthy community for future generations. Our vision is to be a progressive, family-friendly community, welcoming all to celebrate its natural beauty and exceptional quality of life. This exciting opportunity provides leadership to a dedicated team and is a key contributor to the achievement of the Township's strategic and operational objectives and delivery of the road maintenance programs within South Stormont.

Reporting to the Chief Administrative Officer, the Director of Public Works provides leadership and management to the Public Works Department. The position oversees the operation and maintenance of the Township's infrastructure including the water and wastewater systems, roads, storm water management systems, municipal drainage, facilities management, waste management program, equipment, and machinery. The Director of Public Works ensures the Township's compliance with municipal statutes and provincial regulations pertaining to Public Works operations and maintenance.

The Township of South Stormont's Public Works Department staffs a total of 18 full-time employees. The Department operates out of the Municipal Garage and the Township Office and currently has an annual operating budget of greater than 11 million and capital projects budget of 3.5 million. The Township of South Stormont is also experiencing a significant increase in residential and commercial development projects. The Director will assist with evaluating projects as to their impacts upon, and/or the municipal capacity to deliver services.

### **Education, Experience, and other Requirements:**

- Post-Secondary Degree/Diploma in Civil Engineering or an engineering degree in an equivalent field. EIT or P. Eng. Licence in good standing.
- Certified Engineering Technologist with O.A.C.E.T.T. registration preferred.
- 5-7 years of experience in a similar role, preferably in a Municipal environment.
- Valid MTO 'G' class driver's licence in good standing.

- Demonstrated knowledge of Highway Traffic Act, MTO Traffic Manual, O.Reg 239/02 of the Municipal Act, TAC standards, and leading best practices in municipal roadway design and operation.
- Demonstrated knowledge of *Ontario Safe Water Drinking Act*, associated regulations and compliance reporting.
- Demonstrated knowledge of asset management, understanding processes and outcomes to be achieved through a strong municipal asset management program.
- Demonstrated knowledge of development needs in growing community.
- Previous experience in preparation, implementation and monitoring of multi-million dollar operating and capital budgets.
- Positive track record of leadership and success in shaping inclusive team culture through coaching, mentorship, and individual performance management in both unionized and non-unionized setting.

### **Skills & Attributes Sought:**

- Commitment to outstanding service provision with ability to lead, motivate, influence, and work collaboratively and effectively with wide range of people, groups and organizations.
- Strategic in program and service development and delivery, takes into consideration the future of public works services in a growing municipality.
- Superior analytical and problem-solving skills.
- Excellent organizational and management skills.
- Demonstrated strong and effective communication skills - written, verbal and presentation - with various audiences, most effectively with Council, staff, and the public.
- Excellent time management skills and demonstrated ability to prioritize multiple and changing demands.
- Strong coaching and mentoring skills, demonstrating support and positivity.
- Have a proactive approach to tasks, projects, and work assignments.
- Proficiency in the use of personal computer applications such as Microsoft Office, asset management software, work order systems, etc.

### **Compensation and Benefits:**

The Township of South Stormont strives to be an employer of choice for strong talent dedicated to serving our community and offer the following:

- Flexible work schedules to support and nurture work-life balance;
- Competitive wages: the 2024 salary range for this position is Pay Band 12, \$109,229 - \$132,490;

- Enrolment in Ontario Municipal Employees Retirement System (OMERS);
- Comprehensive Health and Benefits Program;
- Substantial internal and external training and development opportunities;
- Compassionate and caring organization that promotes and embraces a culture of health, safety and wellness;
- Strong commitment to providing and maintaining a psychologically safe workplace that is respectful, inclusive, and where all individuals are valued;
- Paid vacation days;
- So much more!

### **Application Process**

Qualified persons are invited to submit their resume and cover letter through the online application process. For more details and to apply online, please visit the Careers page of our website at [www.southstormont.ca/careers](http://www.southstormont.ca/careers). **Job Posting Deadline: July 24, 2024, at 12:00 pm.** Selected applicants will be subject to an interview process and skills testing exercises to determine eligibility and aptitude.

The Township of South Stormont is committed to creating and maintaining a workplace that is welcoming, inclusive, and barrier-free. Accommodations in accordance with the Ontario Human Rights Code and applicable legislation are available throughout all stages of the recruitment process. For accommodation during the application process, applicants are requested to make their needs known via email at [jobs@southstormont.ca](mailto:jobs@southstormont.ca). Personal information collected under the authority of the Municipal Act and will be used to assess eligibility for potential employment. Questions about this collection of personal information should be directed to Human Resources.