

***Do you consider yourself a strategic leader with a keen interest in motivating and challenging a team within a continuously growing Transit Operations environment? We have an exciting opportunity for you!***

Halifax Regional Municipality is inviting applications for the permanent full-time position of **Director, Transit Operations** with Halifax Transit. We encourage applications from qualified African Nova Scotians, racially visible persons, women in non-traditional positions, persons with disabilities, Aboriginal persons, and persons of the LGBTQ+ community. HRM encourages applicants to self-identify.

Halifax is experiencing unprecedented growth and there has never been a more exciting time to live, work and play here. Halifax Transit plays a key role in providing transportation services to this growing population and enabling the municipality to thrive. We are a catalyst for economic development, community inclusiveness, and sustainable growth.

Under the general direction of the Executive Director, Halifax Transit, the Director of Transit Operations is accountable for leading the Transit Operations team to deliver safe, high quality fixed route bus, paratransit, and ferry services. This role achieves success through strategic leadership, developing and leading a diverse team, implementing continuous improvement, change management, and working their peers on the Halifax Transit Senior Leadership Team.

As the leader of the largest group of Halifax Transit employees, the Director is tasked with motivating and challenging the Transit Operations team to achieve success in providing this important public service in a challenging environment.

As an established strategic leader, you possess the ability not only to ensure that day-to-day delivery of transit service is safe, customer focused and efficient, but to see the bigger picture and how Transit Operations fits into the broader goals and values of Halifax Transit and HRM.

#### **DUTIES AND RESPONSIBILITIES:**

- Accountable for the safe and efficient delivery of transit services in a fast paced, 24/7/365 operational environment.
- Ensure that Halifax Regional Municipality's Diversity and Inclusion values are embedded in the delivery of transit service.
- Develop, motivate, and lead the Transit Operations leadership team.
- Develop and implement an inclusive strategic vision for the Transit Operations team.
- Initiate and implement continuous improvement that represents best practices using sound change management practices and performance excellence.
- Develop and maintain relationships with internal and external stakeholders, including employees, elected officials and applicable unions.
- Building trust with employees at all levels by leading with empathy.
- Develop solutions to complex challenges in collaboration with members of the Halifax Transit Senior Leadership team.
- Responsible for financial management of the Transit Operations group including operational and capital budget creation, administration and projection.
- May perform other related duties as assigned.

## **QUALIFICATIONS**

### **Education & Experience**

- A minimum of seven years progressive leadership experience in a complex, unionized, operational environment.
- An undergraduate degree in an applicable field, a master's degree is considered an asset.
- A combination of education and experience may be considered.
- Training in Lean Six Sigma (Green Belt or higher) considered an asset.

**Security Clearance Requirements:** Applicants may be required to complete an employment security screening check.

**Please note** - Testing may be conducted as a component of the selection process to assess technical and job specific knowledge. Candidate, who are selected for testing, may be tested in a group setting, scheduled at the employer's discretion. Interviews, testing, and in-person recruitment activities are being conducted in adherence with current COVID-19 Public Health protocols.

**WORK STATUS:** Full-time permanent.

**HOURS OF WORK:** Monday - Friday, 8:30am - 4:30 pm - flexibility required for operational reasons.

**SALARY:** NU10 on the non union pay scale, \$107,900 to \$148,400, commensurate with experience.

**WORK LOCATION:** Burnside Transit Centre, Dartmouth NS

**CLOSING DATE:** Applications will be accepted until midnight, Tuesday, May 24, 2022

**Please note:** We thank all applicants for their interest in this position. Only those applicants selected for interview/testing will be contacted.

During the recruitment process, applicants have the right to request an accommodation. Applicants invited to participate in an assessment process (such as an interview or testing) and who require accommodation, should discuss their needs with the Recruiter when invited to the assessment process.

(position #78609815)