

At the City of Brampton, our focus is people. From our employees to the community we serve, people are at the centre of everything we do. Our city is a living Mosaic made up of 234 cultures and 115 spoken languages. Recognized by **Forbes** as one of Canada's top employers and **Maclean's** best communities in Canada, the City of Brampton is a dynamic and innovative place to work and experience. We want you to join us in serving our diverse community with pride and passion.

Our Focus Is People ●●●●●



JOB TITLE: Manager, Transit Sustainability & Innovation

DEPARTMENT: Transit

POSTING NUMBER: 105061

NUMBER OF POSITIONS: 1

JOB STATUS & DURATION: Full Time

HOURS OF WORK: 35 hour workweek

LOCATION: Hybrid Model – when working onsite, you will report to the location of Transit Sandalwood Facility.

SALARY GRADE: 8

HIRING SALARY RANGE: \$120,400.00 - \$135,450.00 per annum

MAXIMUM OF SALARY RANGE: \$150,500.00 per annum

JOB TYPE: Management and Administration

POSTING DATE: October 06, 2022

CLOSING DATE: October 27, 2022

AREA OF RESPONSIBILITY:

Reporting to the Director, Transit Services, the Manager of Transit Sustainability & Innovation is responsible for strategic leadership, supervision, direction, planning, guidance, and policy formation to all facets of the sustainability & innovation team that includes zero emission mobility, business improvement, transit information technology and systems, and contract administration/procurement. Develops and maintains strong positive relationships and partnerships with internal departments, external authorities and agencies, and regional, provincial, federal governments.

1. Sustainability

- Initiates and leads complex technical feasibility and implementation studies to support transition to an all-electric, zero emission transit fleet (revenue and non-revenue vehicles).
- Responsible for coordinating and overseeing the development and implementation of electric vehicle charging infrastructure, including the design, review, and approval of electrical and software architecture; equipment selection; oversight of installation, testing, commissioning, and appropriate safety certifications.

- In conjunction with Transit senior leadership team, negotiates provincial and federal funding and financing program agreements related to electrification. Develops recommendations to senior leadership. Carries out defined responsibilities.
- Develops, oversees, and administers, capital and operating programs and strategies related to electrification.
- Responsible for the development, review, and approval of sustainability and innovation policies, procedures, standards, and codes of practice. This includes establishing and maintaining key transit agency and supplier relationships and staying current with global advances/improvements in EV technology.
- Reviews and provides feedback on all City, Regional, Provincial, and Federal plans that may influence on any current or future electrification/sustainability initiatives.
- Supports and influences transit capital infrastructure decisions and related projects supporting electrification including new facility design/build, existing facility retrofits, on-street and in-depot Electric Vehicle (EV) systems.

2. Innovation

- Manages staff responsible for the technology and procurement functions for Transit, ensuring work is accurate and completed in an efficient manner, meeting operational and budget requirements, and to maintain a high level of on-time performance related to transit IT systems (fare collection, on board equipment, CCTV cameras, CAD/AVL, etc.).
- Develops, initiates, evaluates, negotiates procurements, contracts, agreements with private industry, regional/provincial/federal government officials for the purposes of electrification.
- Assists in the development of Brampton Transit's annual capital and operating budgets relate to the short and long term electrification and innovation needs of the section. Monitors adherence to budget. Prepares justifications for expenditures and variances.
- Engages and coordinates with federal, provincial, regional, and municipal officials as required to support the groups' directives and departmental mandates as required.
- Ensures adherence to controls used for purchasing and contract administration. Plans and executes strategies resulting in best utilization of labour, materials, and financial resources.
- Support the development of Brampton Transit's 5-Year Business Plans that supports vision of the City of Brampton through the Strategic Plan, Council Term of Priorities, Official Plan and Transportation Master Plan.
- Responsible for the establishment, maintenance and monitoring of quality assurance and continuous improvement programs.

3. Staff Management.

- Provides direction and guidance, supervision, information and assisted leadership to staff within the Sustainability and Innovation group including Electrification/Zero Emission Mobility, Business Systems, Business Improvement, and Contract Administration/Procurement.
- Manages (including procurement, direction and guidance, supervision, and information to) a wide range of outside consultants, contractors, and vendors who provide program and/or project support for complex sustainability and innovation solutions.
- Represents the City on association committees and working groups at international, north-American, national, provincial, and regional levels.
- Accountable to senior leadership team for transition to an all-electric zero emission bus fleet, including assisting with the preparation of required capital and operating funding and financing programs.
- Establish performance objectives and work assignments, and motivate staff through coaching and guidance. Recruit new staff as required.
- Provides project/program management, and policy expertise in the preparation, review, and approval of new sustainability and innovation systems and detailed designs. Participates in development of reviews and approves technical specifications and business requirements. Assists in decision-making at lower levels and makes recommendations to senior leadership for required approvals.

- Responsible for ensuring safety, performance, and maintenance standards comply with requirements under all regulatory and collective agreements.
- Oversees requirement that the appropriate training and guidance are kept current on industry technical requirements and legislative changes, as well as divisional goals and objectives.
- Responsible for adherence to internal policies and procedures, i.e. Human Resources practices, collective agreements and applicable legislative regulations, i.e. Health and Safety practices.
- Provides guidance and support to staff to ensure they are successful; ensures staff development reflects the business requirements of the organization.

4. Operational Excellence

- Develops, negotiates, oversees, administers, financial capital and operating electrification programs, strategies, and agreements.
- Author reports for City Council; analysing reports related to the work and activities of the section to ensure alignment with industry best practices and continuous improvement in policies, procedures, standards, and codes of practice as well as corporate priorities.
- Supports strategic corporate priorities including Council's Climate Emergency Declaration, Corporate Energy & Emissions Management Plan, Community Energy and Emissions Reduction Plan, Environmental Management Plan, Corporate Sustainable Fleet Strategy, Transit ZEB Implementation Strategy & Rollout Plan).
- Undertakes risks and issue identification associated with programs and projects, develops and assigns contingencies to manage identified risks as well as understand the implications and establishment of priorities with recommendations in the context of the City's multi-year capital plans
- Identifies funding/financing requirements and funding limitations related to electrification and transit IT systems; procurement assistance; implementation and post construction reviews and warranty issues.
- Analyses bids for compliance, materials, equipment, and services; recommends purchases and supports Transit senior leadership decision making regarding the award of contracts.
- Participates in strategic planning and direction of the Section.
- Coordinates with Director in responding to issues and queries raised by Council and/or the media.
- Seeks out, develops, and maintains effective relationships and communications with political and bureaucrats at the municipal, provincial, and federal level along with citizen and special interest groups. Effectively communicates Brampton Transit services and initiatives in public forums.

SELECTION CRITERIA:

EDUCATION:

- Post-secondary diploma or degree in engineering technology or related field, and/or equivalent experience.

REQUIRED EXPERIENCE:

- Minimum 7 years progressive experience in the public transit industry, ideally working within the electrification/zero emission bus environment combined with two (2) of those years in a supervisory capacity preferably in a unionized environment.

OTHER SKILLS AND ASSETS:

- Computer proficiency in Microsoft Office and database configurations. Knowledge of and experience with transit information technology and fare collection systems.
- Experience in writing analytical reports/studies with ability to identify problems, analyze and interpret complex data.
- Well-developed team leadership, supervisory, conflict resolution and negotiation skills.
- Knowledge of provincial and federal regulations related to operation and maintenance of heavy-duty public transit buses and support vehicles.
- Demonstrated experience with technical report writing and the ability to communicate effectively in English, both verbally and in writing, . Extensive public speaking experience with excellent presentation and influential communication skills, and the ability to analyze complex documents and provide briefing notes.
- Understands political climate and city structure to work with multiple divisions and departments across the City.
- Knowledge and application of project management methodology, construction techniques and materials.
- Must possess a valid Ontario Driver's License Class "G", and the use of a personal vehicle for site visits.
- Must be able to wear personal protective equipment as required to visit job sites.

***Various tests and/or exams may be administered as part of the selection criteria.*

Alternate formats will be provided upon request.

Interview: Our recruitment process will be completed with video conference technology.

As part of the corporation's Modernizing Job Evaluation project, this position will undergo an evaluation which may result in a change to the rate of compensation. Any changes affecting this position will be communicated as information becomes available.

If this opportunity matches your interest and experience, please apply online at: www.brampton.ca/employment quoting **reference #105061 by October 27, 2022** and complete the attached questionnaire. We thank all applicants; however, only those selected for an interview will be contacted. The successful candidate(s) will be required, as a condition of employment, to execute a written employment agreement. A criminal record search will be required of the successful candidate to verify the absence of a criminal record for which a pardon has not been granted.

As part of the application process, applicants will be invited to complete a self-identification survey. The survey is voluntary. Participation in the survey will have no impact on hiring decisions. All information collected is confidential and will not be shared with the hiring manager. The surveys will be anonymized and will be kept separate from applicant or employee files, such that the individuals who completed the surveys will not be identifiable. The results of the survey will assist in the analysis of disaggregated metrics for organizational planning purposes and our commitment to advance and foster diversity, equity, and inclusion. The City may use anonymized data to produce aggregate reports for internal or external use.

Please be advised, the City of Brampton uses email to communicate with their applicants for open job competitions. It is the applicant's responsibility to include an updated email address that is checked daily and accepts emails from unknown users. As we send time sensitive correspondence via email (i.e. testing bookings, interview dates), it is imperative that applicants check their email regularly. If we do not hear back from applicants, we will assume that you are no longer interested in the Job Competition and your application will be removed from the Competition.



The City is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accommodations at any point during the application and hiring process, please contact TalentAcquisition@brampton.ca or 905.874.2150 with your accommodation needs, quoting the job opening ID#, job title. Any information received relating to accommodation will be addressed confidentially.