

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:** Reliability Analyst, Maintenance  
**DEPARTMENT:** Transit  
**POSTING NUMBER:** 105078  
**NUMBER OF POSITIONS:** 1  
**JOB STATUS & DURATION:** Full Time Permanent  
**HOURS OF WORK:** 35 hour workweek  
**LOCATION:** Transit Sandalwood Facility  
**SALARY GRADE:** 5  
**HIRING SALARY RANGE:** \$82, 748.00 - \$93,092.00 per annum  
**MAXIMUM OF SALARY RANGE:** \$103,435.00 per annum

**JOB TYPE:** Management and Administration  
**POSTING DATE:** October 18, 2022  
**CLOSING DATE:** October, 31 2022

## AREA OF RESPONSIBILITY:

Reporting to the Manager of Maintenance, this position is responsible for providing analysis, process modeling and support to established and proposed Transit Maintenance activities, in order to ensure optimum functionality and configuration that supports departmental requirements. This role provides excellent service while improving fleet maintenance efficiencies and processes.

1. Reliability Analyst. Monitors and recommends changes to maintenance processes and supporting technology such as AVM to improve the quality of service plan deliverables. Assist with Warranty component processing and recovery tracking including documenting in M5 system. Represents Brampton Transit on various committees as required with both internal and external stakeholders. Reviews data, trends and correlations to identify related issues such as employee performance, repeat part failure trend investigations and provide mitigation recommendations for product improvements and reliability. Collates, analyzes and interprets data dealing with complex problems and unexpected situations, including making recommendations. Implements approved process improvements, using project management methodology to document processes, functionality, time lines and expected results. Establishes performance measurement based tools and reports related to repair times, repairs and replacement parts. Participates in test plan

development and review sessions. Flags concerns and escalates to management for appropriate action. Compiles data on services and materials and identifies deviations for appropriate correction or review measures. Provides analytical advice and assimilates data for statistical overviews. Troubleshoots issues and provides recommendations to ensure prompt resolve.

2. Day-to-day operational support. Responds to identified maintenance issues and concerns in a timely manner. Ensures required functionality and reporting capability meets the needs of the department. Liaise with vendors in ensuring identified issues are resolved, tested and implemented in a timely manner as well as ensuring fleet is fully up to date with campaigns, recalls and warranty requirements. Identify associated business risks and any potential impact on vehicle reliability and or Service delivery. Review and provide recommendations to ensure compliance with policies, procedures and methodologies. Keep abreast of diagnostic software development and makes applicable recommendations or upgrades to existing equipment. Effective and quick resolve of problems is required so that maintenance activities are operationally maximized.

3. Best Practices and Financial Accountability. Responsible for performing research and analytical work in support of the maintenance department, particularly in the areas of cost management, vehicle replacement schedules, employee performance benchmarking, perform aftermarket, OEM, rebuilt, remanufactured parts analysis and ROI Studies and provide recommendation. Continuously reviews procedures practices for improvements and keeps abreast of emerging trends to determine the future strategic direction of Transit fleet maintenance programs. Makes budget recommendations using best practice reviews for maintenance improvements and determines financial impacts for consideration. Utilizing best practice reviews, integrates maintenance processes and procedures that will support the Transit maintenance operations. Conducts fleet operation and maintenance cost studies to identify units repair trends and predict replacement models. Makes recommendations for pertinent communication as it relates to maintenance changes to ensure efficient system operation. Benchmark as required with other industry properties regarding processes, policies and procedures.

4. Support and System Management. Developing, implementing, evaluating, and utilizing computerized management system reports from Fleet Focus M5 to prepare written recommendations to improve workload balancing, and increase process efficiencies. Conduct fleet analyses and special studies to implement quality service and operational improvements. Reviews output reports from Fleet Focus, analyse for patterns and trends, prepares reports and graphs depicting results of these analyses, and recommends appropriate follow-up actions. Advises management on identified problems and performance issues. Defines and documents business functions and processes and consults with management staff to identify, define and document procedures and policies. Plan and coordinate Vendor change processes to achieve desired goal. Maintains complete and accurate documentation of various procedures and functions within business units.

## **SELECTION CRITERIA:**

### **EDUCATION:**

- Post-Secondary Education in a technical/mechanical program or equivalent with a minimum 5 years' experience.

### **REQUIRED EXPERIENCE:**

- Minimum 5 years related fleet maintenance experience, preferably in the Transit industry; municipal experience an asset.

## OTHER SKILLS AND ASSETS:

- High proficiency in Microsoft Office Applications including Excel, Word and Outlook
- Experience with Fleet Focus M-5 maintenance management system and automated vehicle monitoring systems preferred.
- Attention to detail, efficient time-management and effective planning skills with the ability to quickly adapt to changing schedules.
- Exceptional communication and interpersonal skills with a strong aptitude for working with users, vendors and clients.
- Strong analytical and problem-solving skills.
- 310T mechanic license.
- Minimum 5 years related fleet maintenance experience, preferably in the Transit industry; municipal experience an asset.
- Technical aptitude with knowledge of heavy vehicles/buses and components.

*\*\*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](http://www.brampton.ca/employment) quoting **reference #105078 by October 31, 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](mailto: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.*