Job Title **Vice President, Maintenance**

Job ID **20230061**

Location Greater Vancouver

Full/Part Time Full-Time

Regular/Temporary Regular

Join a company that has been a part of moving Metro Vancouver for over 35 years.

British Columbia Rapid Transit Company Ltd. (BCRTC) maintains and operates the Expo and Millennium SkyTrain Lines from our central facilities in south Burnaby. Our services connect downtown Vancouver to the cities of Burnaby, New Westminster, Coquitlam, Port Moody and Surrey. With the future expansion of both the Expo and Millennium Lines gathering pace, infrastructure renewal and new asset acquisition projects underway, this is an exciting time to join our team of over 1,200 dedicated employees, working on one of the longest fully-automated rapid transit systems in the world.

Our work encompasses roles such as administration, engineering, elevator and escalator maintenance, field operations, vehicle maintenance, and wayside (station and guideway) maintenance.

When you work for SkyTrain, not only will you help move Metro Vancouver, you will also have access to comprehensive benefits including paid vacation, medical benefits, transit passes, training and more. We are a proud equal opportunity employer, committed to a diverse and inclusive workforce.

Come explore what makes us one of BC’s Top Employers!

**Responsibilities**

PRIMARY PURPOSE

The Vice President, Maintenance is accountable for all aspects of maintenance disciplines, including direct oversight of all maintenance and engineering for BCRTC’s Rail Division, including WCE Engineering and Canada Line Engineering and Capital. The VP is a key member of the Executive Leadership Team, sharing in the accountability for strategic planning and achievement of goals in support of TransLink’s enterprise strategies, programs, and standards.

KEY ACCOUNTABILITIES

As a member of the BCRTC Executive Leadership, translates TransLink’s strategic direction and business plans in partnership, and makes an active contribution to critical executive and management decisions, particularly BCRTC divisional strategies, service plans and tactics. Includes leadership in the development and execution of financial, operational and maintenance plans, assurance of programs in alignment with the strategic business plan.

Develops and directs the implementation of divisional strategic business and/or operative plans, projects, programs, and systems, shares the vision through multiple outreach sessions, at BCRTC and TransLink Board level and empowers others to create and implement plans to enact the shared vision. Sets, approves and monitors targets and measures for the achievement of divisional goals.

Monitors for significant variances against plans and proactively identifies potential operative and financial risk, proposes a range of solutions to resolve, and collaborates within the organization and enterprise to support and manage resolution through modeling and forecasting where required to support significant growth initiatives and/or operative corrections, via the use of strategic risk register and departmental support.

Represents and has overall responsibility for Rail, Infrastructure, Fleet Acquisition, Rolling Stock, Quality Assurance, Engineering and Asset Management, including engineering responsibility for the West Coast Express regional heavy rail commuter line and the Canada Line light rail line. Directly oversees the comprehensive inspection, preventive maintenance, refurbishment, overhaul and upgrade programs for all infrastructure fixed assets/facilities, rail-borne equipment, rolling stock and all business-owned infrastructure.

Provides technical oversight and sponsorship to the Rail Division capital program, which includes providing direction, strategy and support in the establishment and implementation of all capital improvements in alignment to the 10yr Plan and enterprise 30yr outlook.

Leads the maintenance division to promote and ensure cost effective and efficient management of all assets, within a culture of safety and serviceability, leading to full asset life cycle costing for all SkyTrain system assets, exercising sound motivational people management skills along with robust planning, organizational and system expertise to consistently deliver great customer service with a safe and quality product.

Collaborates with TransLink executives and management on matters relating to all areas of accountability, ensuring alignment to TransLink strategies, programs, and standards.

Represents BCRTC in the development of positive and productive relationships with key stakeholders, such as regulatory agencies, community outreach programs, professional/industry associations, academic institutions, vendors, and service providers. Positions the organization and maintenance division for efficiency and effectiveness through implementation of innovative practices, processes and systems, and also ensures compliance with the relevant legislation, acts and regulations.

Overall responsibility for maintaining effective operative controls and appropriate internal control safeguards in the organization, including the development, review and revision of operative rules, guidelines, policies and procedures ensuring that proper records are maintained, and compliant with local, provincial, federal and industry requirements.

Provides the foundations to build high-performing teams and creates an environment focused on operational excellence. Leads the evolution of culture and group practices through purposeful innovation and the application of methodologies, processes, tools and templates. With empowering leadership, the VP is the steward of the people, process and operational excellence. Ensures the highest quality service and product delivery, meeting and exceeding customers’ expectations, while nurturing BCRTC’s employees’ talent, career growth and culture.

Leads and sponsors the enterprise and corporate development and implementation of Enterprise Asset Management tools and methodologies to industry standards, including overall responsibility of change management initiatives to manage the paradigm shift in asset maintenance culture and practices. Champions large and complex strategic organizational change, including the adoption and benchmarking to best practices in maintenance management.

Responsible for the development and implementation of systematic methodologies to ensure system operative resiliency and incident response in alignment to enterprise initiatives, including corporate emergency communications and the necessary supporting infrastructure. Includes a focus on incident prevention, management and recovery.

Acts for the President & General Manager as required.

Provides Engineering expertise to internal and external stakeholders, frequently hosts international railway operators to share best business practices and conformance to engineering standards.

**Qualifications**

EDUCATION AND EXPERIENCE:

A degree in mechanical, civil, or electrical engineering, plus a current British Columbia Professional Engineering (P.Eng.) designation, are requirements for this position. In addition, the position typically requires 10+ years of progressively responsible senior leadership experience in maintaining a rail transit system, preferably in an automatic train control environment.

OTHER REQUIREMENTS:

Expert knowledge of the theories, concepts, practices and methods of electrical, civil, or mechanical engineering and information systems, as well as asset management in the context of the transportation industry with emphasis on automatic train operations

Expert strategic, operational and tactical planning skills, with ability to also establish effective targets and measures, and monitor achievement of results

Expert leadership skills with ability to direct, coach, develop and manage performance of reporting leaders, and to influence others

Expert project management skills with ability to establish and lead major rail (fleet and facilities) capital improvement and comprehensive preventative maintenance and rehabilitation projects/programs

Expert people leadership, interpersonal, communication and consensus building skills, with ability to provide significant contributions at the executive team level, and to address a high level of sensitive and political challenges, both inside and outside the organization

Expert analytical, problem-solving and decision-making skills, with ability to diagnose and make recommendations on the organization’s most critical issues

Alignment to executive competencies

**Other Information**

Recruitment Process: An applicant will be required to demonstrate their suitability for this position by meeting the minimum level of qualifications and experience in order to be invited into the selection process.

A standard interview format will be used including general, scenario and behavioural descriptive interview questions.

In accordance with the Canadian Railway Safety Act - Railway Medical Rules: Section 3.2, employees who work in or transfer into safety sensitive or safety critical positions are required to undergo pre-placement and periodic medical assessments that evaluate the impact, if any, of medical conditions on fitness for work.

**Work Schedule**

40 hours per week.

**Work Designation**

Hybrid

This position offers the flexibility of working both on-site and remotely within B.C.

**Rate of Pay**

Salary $197,032 - $246,289 (Actual salary offered will be commensurate with education, experience and internal parity)

The Total Compensation Package includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan. Focus on your development through tuition reimbursement, training, and mentorship programs. Enjoy a variety of health and wellness programs, including access to gym facilities. Speak to us to know more about what we offer.

**How to Apply**

Please go to http://www.translink.ca/careers to apply for this position and view instructions on the process.

INSTRUCTIONS: Please save your (1) cover letter, and your (2) resume as one pdf document prior to uploading your application on-line.

Please note that only those short listed will be contacted.

Having trouble applying? Please view the System Requirements & FAQ's by going to http://www.translink.ca/careers.

We are an equal opportunity employer committed to creating and supporting a diverse and inclusive workforce that is free of all forms of discrimination. We are committed to providing reasonable accommodations and will work with you to meet your needs. If you are a person with a disability and require assistance during the application process, please reach out! We celebrate our inclusive work environment and welcome members of all backgrounds, skills and perspectives.

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, simply email us at jobs@bcrtc.bc.ca.