



Region of Waterloo

## Career Opportunity

The Region of Waterloo is currently recruiting for a:  
**Director, Transportation**

Department: Transportation Services

Division: Transportation

Hours of Work: 35

Location: Operations Centre, 100 Maple Grove Rd, Cambridge

### **Our Story:**

Committed to fostering opportunities for current and future generations, the Region of Waterloo is an inclusive, thriving, and sustainable region of connected rural and urban communities with global reach. Our mission is to serve, engage and inspire, by delivering quality services to a diverse population of 630,000+, while creating a healthy, collaborative environment of learning, respect, and innovation.

This is a place where employees are valued and recognized for their talents and contributions to our success. Our employees take pride in making a difference in people's lives through the work that we do. We are looking for people like you to help make it happen.

### **Our Team:**

The Region of Waterloo Transportation Division is a diverse group of dedicated employees, with a wide range of expertise and skills, who are responsible for providing a safe and efficient Regional Transportation Road network.

### **The Opportunity:**

Reporting to the **Commissioner, Transportation Services**, this exciting opportunity would be well suited for a passionate leader who thrives in an environment of innovation and change. In this role you will direct the Division in the planning, development, maintenance, and operation of the regional road network.

### **Apply your Knowledge, Skills & Abilities:**

- You will supervise a Manager of Transportation Engineering; Manager of Transportation Operations; Manager of Transportation Planning; Manager of Transportation Program Development; and Supervisor of Administration & Communications.
- You will direct the quality of work performed by area municipalities working on the regional roadway.
- You will direct the operation of the Division, ensuring efficient use of human, physical, and financial resources, per the corporate strategic plan. You will

demonstrate people leadership, create opportunities for engagement across the Division and its multiple teams, skillsets, and working conditions. Takes initiatives to establish an inclusive and equitable workplace, with a growth mind-set.

- You will act as the Director/team chair for special project teams and studies, including multi-disciplinary groups of consultants, staff, area municipal staff, with engineering, planning, environmental, financial, and legal input.
- You will direct the creation of and compliance with operational and performance reporting policies, systems, and procedures. Develop evaluation systems and programs to measure performance. Encourage and facilitate continuous improvement across the teams, based on performance indicators.
- Approve design and construction principles and guidelines, and direct the reconstruction, maintenance, and operation of the urban arterial roadway, rural arterial roadway, traffic control devices, traffic signals and centralized traffic control system, and bridge structures.
- You will direct the planning, development, and implementation of all facets of traffic engineering, traffic control systems, municipal consents, utility applications, heavy freight rail network, and watercourse drainage in the Region's right of way.
- You will direct the preparation and implementation of a long-term transportation plan based on population growth and land use, strategic transportation corridors, and strategy for future program and facility needs.
- Negotiate the transportation aspects of development agreements and coordinates the Department's comments on planning and development applications and related studies. You will defend recommendations through the approval process up to and including giving expert testimony before the Local Planning Appeal Tribunal (LPAT) and Joint Hearing Board.
- Provide advice to senior management, other engineering-related divisions, the CAO, Council, and Police Service.
- Perform the designated role of Regional Transportation Coordinator in the event of emergencies, and is designated alternate for the Commissioner in the regional emergency plan.
- You will direct the planning, development, and monitoring of transportation infrastructure maintenance and capital programs and contracts.
- You will direct administration of the capital budget, maintenance budget, and operating budgets.
- Act as the media contact on complex, high profile divisional issues, providing written and verbal information. Resolves escalated public concerns and complaints.
- Perform related duties as required.

### **Apply Your Experience at the Region of Waterloo:**

- Knowledge of transportation operations, administration, and engineering, operational, administrative, and financial planning, normally acquired through a university degree in engineering (e.g., civil), plus progressively responsible related experience in municipal transportation management.

- Membership or eligibility for membership in the Association of Professional Engineers of Ontario, as a professional engineer.
- Knowledge of and ability to comply with policies, procedures, collective agreements, highway and urban road design principles, provincial and federal standards, Regional Official Plan, and legislation (e.g., Highway Traffic Act; Highway & Transportation Improvement Act; Municipal Act; Planning Act; health and safety; environmental assessment).
- Ability to make complex decisions regarding program approaches, policies, and the Department's mandate, involving interpretation of legislation, regulations, policies, procedures, and scientific data which carry health impact, and political, legal and financial implications. Ability to develop solutions requiring quick responses (often with partial information) to handle crisis situations where the public may be at risk.
- Ability to synthesize unique and complex issues regarding engineering, economics, planning, environmental concerns, public perceptions, and politics; and make inquiries to obtain information to form opinions, make decisions, and advise. Ability to monitor news media to keep current on local and national issues, policies, and developments relevant to the Division.
- Strong leadership skills to develop, motivate, direct, and support staff.
- Strong communication, continuous improvement, human relations, negotiation, and presentation skills to defend priorities and balance objectives in a political environment; resolve controversial issues with stakeholders and other levels of government; present issues and reports to Standing Committees and Council; represent the Division on committees; present to the public, politicians, senior staff, and Ministry officials; and participate as an effective team member.
- Understanding of multiple cultural frameworks, values and norms and a demonstrated flexible style when faced with dimensions of culture in order to be effective across cultural contexts. Understands the dynamics of cross-cultural and inclusion-related conflicts, tensions, misunderstandings, and opportunities. In addition, recognizes and addresses one's filters, privileges, biases, and cultural preferences with a commitment to continuous learning and improvement in diversity, inclusion, and cultural competence.
- Ability to lead transformative change in line with the vision and values of senior leadership while delivering on the expectations of an evolving workforce and regional residents. Is able to discern when to inquire, advocate, drive, or resolve more decisively.
- Ability to write comprehensive technical reports to Standing Committees and Council; compose policies, reports, letters, and other documents requiring complex descriptions and explanations to Ministries, engineering and planning consultants, contractors, developers, the media, and the public.
- Computer skills with ability to use software such as Microsoft Office, and specialized traffic database applications.
- Ability to adjust schedule or work additional hours on weekends and evenings to respond to emergencies, Councillors, and for public open houses and information sessions.
- Ability to travel within and outside Waterloo Region.

- Ability to support and demonstrate the Region's values.

**Additional Information:**

**Compensation:**

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits. The salary of this position ranges between \$152,334.00 - \$190,426.60 per annum (Grade 12 on the Management & Management Support wage scale).

Consideration will be given to candidates that are not fully qualified when no fully qualified applicants can be identified.

We invite candidates to apply online at: <https://bit.ly/4791yOU>

We thank all applicants in advance; however, we will be corresponding only with those selected for an interview.

The Region of Waterloo is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. At the Region, we respect, encourage, and celebrate our diversity. The Region of Waterloo is committed to providing accommodations throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

Alternate formats of this document are available upon request. Please contact the Service First Contact Centre at phone number 519-575-4400, or TTY number 519-575-4608 to request an alternate format.