



Job title: Senior Manager, Rail Maintenance
Job ID: 20240142
Location: Greater Vancouver
Full/Part Time: Full-time
Regular/Temporary: Regular/Temporary

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

Provides senior leadership to Maintenance Teams and is accountable for the maintenance programs and activities of designated BCRTC assets to support the highest level of safety, efficiency, and reliability. Supports the Director in translating business goals into long and short-term strategies and plans for asset maintenance, with particular focus on operational and resource planning.

KEY ACCOUNTABILITIES



Contributes as a senior leader of the BCRTC Maintenance management team providing input to the development of departmental goals, objectives, strategies, key initiatives, and shares accountability for departmental achievements.

Provides senior leadership to assigned maintenance groups delivering 24/7/365 service within the Metro Vancouver region and managing a substantially large unionized trades workforce, ensuring adequate resource levels and skill development to meet business requirements, and compliance with collective agreements.

Develops departmental operating budgets and delivers approved budgets to ensure the Annual Maintenance Plan (AMP) is cost effective, consistent, and well communicated to related stakeholders. Participates in the 5-year AMP planning forecast.

Oversees departmental performance. Establishes performance matrix and key performance indicators of the maintenance department to measure business performance and identify gaps. Reports department performance to senior management and executive team.

Works closely with Quality Assurance/Quality Control (QA/QC) and Engineering Departments to manage department-specific QA/QC processes, including the identification of failed or non-conforming assets. Ensures quality control reviews are conducted and corrective actions resulting from compliance issues and technical investigations are implemented.

Identifies and takes action on potential risks and opportunities in areas of accountability and alerts senior management to critical issues. Directs ongoing assessment of procedures and processes, implementing enhancements as necessary to streamline and optimize service support functions. Ensures alignment of all areas to enterprise standards, policies and processes; and ensures compliance with regulatory and other related requirements.

Builds and maintains relationships with union executives and representatives, engaging in dialogue to mitigate and resolve emerging issues, and fostering acceptable productivity levels. Represents BCRTC Maintenance on various committees and stakeholder meetings; and participates in development/implementation of BCRTC and enterprise initiatives.

Manages reporting staff, including selection, training, coaching, development, performance management and all other people management practices. Assists the Director when requested in providing direction to their reporting staff.

Qualifications

EDUCATION AND EXPERIENCE

The requirements for this job are acquired through an Inter-Provincial Trades Certification, or completion of a Degree in Engineering, Leadership or relevant disciplines, and 8 years of related experience in progressively responsible positions.

OTHER REQUIREMENTS

Advanced leadership, and team building skills to manage direct reports, and to provide guidance to indirect reports including solid knowledge of labour relations, dispute resolution, and related legislation in the context of people management.

Advanced knowledge of the concepts, principles, practices, and techniques pertaining to business management, particularly as it pertains to Maintenance best practices, Employee development and State of good repair in a cost-effective manner.

Solid knowledge of safety and workplace compliance regulations and legislations.

Advanced planning and organizational skills to develop strategies and plans for all areas of accountability.

Advanced interpersonal and communication skills to provide expertise and advice to Director and BCRTC executive; engage in dialogue with union executives/representatives to address and resolve issues; and to represent BCRTC on various committees and stakeholder meetings.

Advanced analytical, problem solving, decision-making, and critical thinking skills to identify and mitigate risks pertaining to areas of accountability, and to identify and resolve roadblocks to achieving service support goals.

Advanced time management and organization skills to balance and coordinate efforts across multiple, concurrent activities.

Solid computer skills in standard office software tools including word processing, advanced spreadsheet software and different web-based data management and industry-specific software packages.



Due to the nature of the 24/7 services, BCRTC provides, there may be times when late or extra hours are required.

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.

Candidates with a background in rail maintenance would be an asset

Work Schedule

40 hours per week.

Rate of Pay

Salary \$135,204 - \$169,006 per annum (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 visit our [Career Page](#) to apply for this position.

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

Closing Date: **Open until filled**

Please note that only those short listed will be contacted.



Having trouble applying? Please view the [System Requirements & FAQ's page](#).

If you have questions, please connect with us at jobs@translink.ca

Equal Employment Opportunity

SkyTrain is committed to employment equity and building a diverse workforce, representative of the customers we serve and the many communities in the Metro Vancouver region. We welcome and encourage Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. Learn more about TransLink's commitment to [equity, diversity and inclusion](#).

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.