

**DURHAM REGION TRANSIT COMMISSION**

**Manager, Maintenance Safety & Training**  
**(Regular Full-Time)**

**Job ID: 20807**  
**Job Number: 067**

**Open: Oct 22, 2024     Close: Nov 12, 2024**

**Diversity, Equity and Inclusion Statement**

The Region of Durham is committed to employment equity and is actively implementing measures to build and sustain an inclusive, barrier-free workplace that is reflective of the diverse residents it serves. We welcome applications from Indigenous Peoples, people from racialized communities, women, persons who live with disabilities, people from 2SLGBTQI+ communities and people with diverse identities.

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), accommodation will be provided throughout the recruitment process to applicants who live with disabilities.

**Manager, Maintenance Safety & Training**

The Manager, Maintenance Safety & Training at Durham Region Transit (DRT) will play a crucial role in overseeing the safety and training programs as the agency transitions from a diesel to an electric fleet. This position is responsible for ensuring that all safety protocols and training initiatives are effectively implemented, updated, and adhered to in compliance with industry standards and regulations. The Manager will lead efforts to enhance the safety culture within the agency, ensuring the well-being of employees and passengers during this significant technological shift.

Reporting to the Deputy General Manager, Maintenance, the incumbent will:

- Develop, implement, and oversee comprehensive safety programs tailored to the transition from diesel to electric vehicles, conduct regular safety audits, risk assessments, and incident investigations to ensure compliance with safety regulations and best practices, collaborate with various departments to ensure the integration of safety protocols in all operational processes, develop and implement emergency response plans specific to electric vehicle incidents, ensuring all staff are trained and prepared for potential emergencies
- Design, develop, and deliver training programs for staff on the operation, maintenance, and safety of electric vehicles, ensure that all employees, including drivers, maintenance staff, and administrative personnel, are adequately trained on new technologies, safety procedures, and emergency response plans
- Monitor and evaluate the effectiveness of training programs, making necessary adjustments to improve outcomes, develop ongoing training and professional development opportunities to keep staff updated on the latest advancements and regulatory changes related to electric vehicles
- Stay current on regulations related to transit safety and training, particularly in the context of electric vehicles, prepare and submit required reports to regulatory agencies, ensuring all documentation is accurate and timely, maintain comprehensive records of training activities, safety incidents, and corrective actions
- Ensure all training and safety programs meet or exceed regulatory requirements and industry standards, lead and mentor a team of safety and training professionals, fostering a culture of continuous improvement and professional development
- Collaborate with external partners, including vehicle manufacturers, training providers, and regulatory agencies, to enhance the agency's safety and training programs, serve as the primary point of contact for all safety and training-related matters
- Facilitate communication and collaboration across departments to ensure a cohesive approach to safety and training. Identify opportunities for enhancing safety and training initiatives, leveraging new technologies and industry advancements
- Implement best practices and innovative solutions to improve the overall safety performance of the transit agency, regularly review and update safety and training policies and procedures to reflect changes in technology, regulations, and industry standards
- Foster a proactive safety culture by encouraging employee feedback and involvement in safety and training programs

The successful applicant must possess:

- A valid 310T Mechanic's Licence issued by the Province of Ontario as well as a valid Ontario class G driver's licence
- A minimum of 10 years experience in a municipal and/or public/private transit setting
- A thorough knowledge of all Ontario Occupational Health & Safety legislation and related regulations; Workplace Safety & Insurance Act and acts, statutes, regulations and by-laws affecting Transit
- A thorough knowledge of Truck and Coach (310T) requirements from the Ontario College of Trades, Ontario College of Trades and Apprenticeship Act, 2009
- In-depth knowledge of all mechanical systems associated with buses
- Sound knowledge of, and the ability to apply, adult education principles, instruction, assessment, testing and evaluation techniques, research methods, and program design and development methodologies
- Proficiency and experience with MS Office software
- Excellent verbal/written communication skills and presentation skills
- Highly developed coaching and mentoring skills, along with proven interpersonal and conflict management skills
- Strong leadership and project management abilities
- Excellent analytical, problem solving and decision-making skills, proficiency/ability to perform needs analysis and evaluation of outcomes
- Ability to develop and write detailed policies and procedures and investigative reports
- Ability to prioritize projects and allocate staff resources to meet deadlines

The ability to upgrade to a class CZ drivers licence would be considered an asset.

#### **Management & Exempt Salary Grade 7**

- Salary: \$108,242 to \$135,302 per annum

#### **Conditions of Employment**

Proof of education, qualifications and any other job bona fide requirements will be required prior to start date.

#### **External Application Process**

Come find a home where exciting and rewarding careers are balanced with your lifestyle. We thank all applicants; however, only those being considered will be contacted. Please apply online ([www.durham.ca](http://www.durham.ca)) no later than midnight (Eastern Standard Time) on the closing date indicated on the Job Posting.

The Region of Durham is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. If contacted for an employment opportunity and you require accommodation, or if this information is required in an accessible format, please contact us at: [RecruitingHelp@durham.ca](mailto:RecruitingHelp@durham.ca) and a Recruiter will provide appropriate assistance pursuant to the Region's Accommodation and Accessibility policies. Please note that resumes should not be sent to [RecruitingHelp@durham.ca](mailto:RecruitingHelp@durham.ca).

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