**Director, Transit Fleet**



Municipalities are the closest level of government to the public and employees take pride in making Halifax the best it can be. A municipal public servant makes a difference in the lives of over 400,000 people in the Halifax region. If you are committed to public service, have a desire to learn, grow, and give back to the community through your work, you may be the right fit for our organization.

Halifax Regional Municipality is inviting applications for the permanent position of Director, Transit Fleet in Halifax Transit.

Halifax Regional Municipality (HRM) is committed to reflecting the community it serves and recognizing Diversity and Inclusion as one of the Municipality’s core values. We have an Employment Equity Policy and we welcome applications from African Nova Scotians and Other Racially Visible Persons, Women in occupations or positions where they are underrepresented in the workforce, Indigenous/Aboriginal People, Persons with Disabilities and 2SLGBTQ+ Persons.  Applicants are encouraged to self-identify on their electronic application.

**About the Opportunity**
Under the general direction of the Executive Director of Halifax Transit, the Director, Transit Fleet is responsible for a budget in excess of $16 million and a large, diverse bus fleet of over 400 comprised of 40 and 60ft conventional buses and paratransit vehicles. This responsibility includes strategic planning for the transit fleet, continuous process improvement, daily maintenance and servicing of a diverse fleet of vehicles, development and execution of a preventative maintenance program, major component rebuilds, transit facility and equipment maintenance and transit fleet acquisition. The Director is responsible for the provision of a safe, efficient and reliable bus fleet. As a member of Halifax Transit’s Senior Leadership Team, the Director contributes to the development of long-range strategies to support Halifax Transit’s goals and objectives.  The Director fosters and maintains productive relationships with provincial and federal agencies and regulators, as well as with the public, industry clients, internal HRM departments and Regional Council. This position is responsible for the management of non-union and unionized staff and is accountable for ensuring all collective agreements, corporate policies and operating procedures are adhered to.

**Key Responsibilities and Priorities
Fleet Maintenance and Asset Management**
Oversee the maintenance, reliability, and life-cycle management of Halifax Transit’s 400+ vehicle fleet, including conventional buses and paratransit vehicles. Develop and execute comprehensive preventive maintenance programs, ensure regulatory compliance, and act as the primary steward of all fleet-related assets.

**Strategic Planning and Service Delivery**
Contribute to the long-term strategic direction of Halifax Transit by aligning fleet operations with broader organizational goals. Ensure fleet readiness to support scheduled transit service and collaborate with other departments to deliver seamless, customer-focused transportation.

**Budget Oversight and Procurement**
Lead the preparation and management of a $16 million+ operating and capital budget. Oversee procurement processes, including tendering, bid evaluation, and contract administration for fleet acquisition and maintenance services.

**Leadership and Labour Relations**
Manage a diverse workforce of unionized and non-unionized staff, providing clear direction, coaching, and performance management. Ensure adherence to collective agreements, participate in bargaining processes, and uphold workplace policies to maintain a safe, respectful, and productive environment.

**Regulatory Compliance and Stakeholder Engagement**
Maintain strong relationships with federal and provincial regulators to ensure compliance with transportation, safety, and environmental regulations. Represent Halifax Transit in public forums, respond to inquiries from Council and the public, and communicate technical information effectively to a variety of stakeholders.

**The Ideal Candidate**
The ideal candidate for the Director of Transit Fleet is a seasoned and strategic leader with at least 7 years of experience in fleet or transportation operations, including 5 years in progressively senior leadership roles. They bring a strong background in managing large, complex transit fleets across multiple facilities and have a solid understanding of vehicle maintenance, asset management, and regulatory compliance.

This individual brings a deep understanding of fleet lifecycle management, capital planning, regulatory compliance, and safety standards, with demonstrated success overseeing large-scale transit operations and maintenance programs. They have managed multimillion-dollar budgets and are experienced in asset stewardship, procurement, preventative maintenance planning, and fostering a strong safety culture within transit operations.

This leader is adept at navigating the challenges of managing a diverse fleet, including conventional and paratransit vehicles, as well as vehicles powered by multiple fuel types. They have hands-on experience operating in unionized environments, ideally with multiple collective agreements, and demonstrate a sound understanding of labour relations, including grievance handling, discipline, and collective bargaining.

Strong change management skills are essential, as the Director will guide teams through ongoing and continuous operational improvements and play a key role in shaping the future of the fleet, including contributing to the design of a new, expanded transit facility and the integration of alternative fuels and new technologies.

An effective communicator and relationship builder, the Director of Transit Fleet excels at engaging a wide range of stakeholders, including union and non-union staff, senior leadership, elected officials, vendors, regulators, and government partners. They are skilled at navigating political and regulatory environments, aligning diverse interests around shared goals, and fostering productive relationships that support the delivery of high-quality, safe, and sustainable service.

The ideal candidate is deeply committed to equity, inclusion, and employee well-being, fostering a workplace culture that is respectful, supportive, and aligned with Halifax’s corporate values. They understand the vital role transit plays in connecting communities and are dedicated to delivering reliable, high-quality service to all residents. As an active and collaborative member of the senior leadership team, they will promote accountability and service excellence while helping to drive Halifax Transit's growth, innovation, and and long-term strategic vision.

**Skills and Attributes**

**Strategic Leadership** - Demonstrated ability to lead large, complex operational teams with a clear vision, fostering alignment between fleet operations and organizational objectives. Strong leadership presence with a focus on innovation, accountability, and continuous improvement.

**Fleet and Asset Management Expertise** - Deep understanding of fleet maintenance practices, asset life-cycle management, and technical specifications for conventional buses and paratransit vehicles. Ability to optimize fleet performance while ensuring safety, compliance, and cost efficiency.

**Labour Relations and People Management**- Proven experience managing unionized workforces, including interpreting collective agreements, leading grievance processes, and participating in collective bargaining. Skilled in performance management, team development, and building a positive workplace culture.

**Financial and Procurement Acumen** - Strong financial management skills, including budgeting, forecasting, and capital planning. Experience with procurement processes, tendering, and evaluating bids in a public-sector environment.

**Regulatory and Safety Compliance** - Thorough knowledge of motor vehicle regulations, occupational health and safety standards, and transit industry best practices. Ability to implement and oversee robust safety programs and ensure full regulatory compliance.

**Stakeholder Engagement and Communication** - Excellent communication and interpersonal skills with the ability to convey complex technical information clearly. Skilled at building relationships with internal departments, elected officials, government agencies, and the public.

**How we do what we do**
The core competencies needed for success in this role:

* Visioning, Strategic Thinking & Innovation
* Communication
* Teamwork & Cooperation
* Valuing Diversity
* Organizational Awareness
* Analytical Thinking
* Customer Service
* Risk Management
* Values & Ethics
* Decision Making

**Please note:** We thank all applicants for their interest, however, only those applicants moving forward in the recruitment process will be contacted.

During the recruitment process, applicants have the right to request an accommodation. Applicants invited to participate in an assessment process (such as interview or testing) and who require an accommodation, should discuss their needs with the recruiter when invited to the assessment process. For more information on our accommodation process please click on the link below: [Accommodations | Hiring | Employment | Halifax](https://www.halifax.ca/about-halifax/employment/work-halifax-regional-municipality/accommodations-employment)

For more information on this opportunity, please contact Lauren Kostal, Talent Acquisition Specialist at Lauren.Kostal@Halifax.ca or https:www.halifax.ca/employment <https://sjobs.brassring.com/TGnewUI/Search/Home/Home?partnerid=25749&siteid=5764#jobDetails=766250_5764>

**Closing Date:** Applications will be accepted until **11:59 pm on Sunday, June 15, 2025**