



Job title: Senior System Engineer - Compass
Job ID: 20250436
Location: Greater Vancouver
Full/Part Time: Full-Time
Regular/Temporary: Regular

Marketing Statement

A career at TransLink and our family of companies means working with people with a wide range of skills and perspectives, all teaming up towards a common goal: preserving and enhancing the region's world-envied quality of life. Together, we connect the region and enhance its livability by providing a sustainable transit and transportation network, embraced by our communities and people.

At TransLink we are dedicated to building a workforce that reflects the diversity of the communities in which we live. We're committed to fostering an inclusive, equitable and accessible workplace, recognizing the unique value and skills every individual brings.

Looking for a great place to work where your contributions are valued, and you can make a difference in a vibrant city? At TransLink, one of BC's Top Employers, you'll help make Metro Vancouver a better place to live, built on transportation excellence. Put your future in motion!

Responsibilities

PRIMARY PURPOSE

Provides engineering expertise and project management related to enhancement, expansion and maintenance of the automated fare collection and fare gate system and infrastructure. Projects and related activities involve system design, installation, test planning/execution, and the development of business rules, technical specifications, design details, technical standards and operating procedures, all aimed at supporting the availability, reliability, performance and security of the system and infrastructure.

KEY ACCOUNTABILITIES

Supports project management for enhancement, expansion and maintenance projects related to the automated fare collection system and infrastructure, including all related hardware and



software. Supports the execution of the full scope of project management, including defining project scope and deliverables; developing capital/non-capital business cases; aligning, prioritizing, and scheduling project elements; addressing issues to keep projects on track; managing change; and updating/reporting out to internal/external stakeholders. Proactively identifies and mitigates project risks, alerting Manager to critical issues as they emerge.

Provides system engineering expertise throughout project life cycle, involving system design, installation, test planning/execution and the development/documentation of business rules, technical specifications, design details, technical standards, and operating procedures. Leads technical troubleshooting to ensure systems meet quality standards. Also makes recommendations for the commissioning of new equipment and services.

Reviews contractor change order proposals and submissions for technical specification, design details, standards, and cost estimates to ensure best value for time, quality, and price, and makes recommendations. Works closely with contractor to assess and resolve issues in support of TransLink requirements being met. Reviews supplier test plans and signs off on Installation Acceptance Tests (IATs) and Production Acceptance Tests (PATs).

Provides technical expertise in the preparation of TransLink change order requests to contractors, including provision of technical specifications, design details, standards, and effort estimates to ensure value is obtained in terms of time, quality, and price. Assesses and communicates technical impacts and implication of operational decisions and needs to internal/external stakeholders.

Prepares and documents the Compass test environment system configurations and test plans for all systems and equipment to resolve system issues and to test proposed enhancements and new software and devices prior to implementing in real time.

Participates in development of long-range plans and studies to assess and recommend system-related AFC infrastructure requirements.

Provides support and mentorship to Student Engineers including acting as sounding board and providing feedback and conducting peer review of assigned work.

Qualifications

EDUCATION AND EXPERIENCE



The requirements for this position would be acquired through a degree in civil, electrical, or systems engineering, including a P. Eng. Designation or eligibility to be registered with APEGBC, and six (6) years' experience in an engineering environment and in-depth experience with information technology systems – infrastructure, software, and project management. A Project Management Professional (PMP) designation would be an asset.

OTHER REQUIREMENTS

Advanced knowledge of the principles, theories, concepts and practices of systems engineering, including the application of principles related to conceptual design, requirements definition, design, testing and project management

Advanced analytical skills to identify, assess and provide input/recommendations related to the design, delivery and operation of integrated systems and to understand and manage project-related risks and opportunities in an integrated, multi-disciplinary environment

Advanced facilitation and problem solving skills to make recommendations/resolve moderately complex system engineering and project-related issues, and prioritize project elements

Solid interpersonal and communication skills to build trust by consulting and liaising with others and applying a team approach as needed to achieve solutions on complex technical issues; and also to write and deliver comments, procedures, reports and presentations

Solid project management skills to carry out the full scope of project management including that related to scope, change, issues, time, resources, budget, and quality

Advanced knowledge of Microsoft Office Project and other tools that support project management.

Basic leadership skills to provide technical guidance to Student Engineers and other technical and professional project resources

Experience with automated fare collection and fare gate systems would be considered an asset

Other Information



We are looking for a highly motivated Senior Systems Engineer with a strong technical foundation and a passion for delivering reliable, scalable, and user-centric fare system solutions. This role supports the ongoing evolution of the Compass Fare system, a critical component of regional transit infrastructure. Candidates should be comfortable working in a fast-paced, cross-functional environment and committed to delivering high-quality, user-focused solutions.

The ideal candidate will bring expertise in:

- Electrical, Systems, or Mechanical Engineering, with a solid understanding of complex system integration
- Background in Software Engineering, Systems Engineering, or Reliability Engineering is highly desirable
- Strong problem-solving skills, with the ability to troubleshoot and resolve issues in real-time, mission-critical environments
- Experience with fare collection systems, payment technologies, or transit infrastructure is a significant asset
- Familiarity with data analytics tools and techniques to support performance monitoring and decision-making
- Exposure to technology planning, including system lifecycle management and future-state architecture design
- Understanding of cloud computing platforms (e.g., AWS, Azure, GCP) and their application in modern transit systems
- Experience working in Agile environments, with a collaborative mindset and a focus on continuous improvement
- 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.

Work Schedule

37.5 hours per week.

Work Designation

Hybrid

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



Rate of Pay

The salary for this position ranges from \$97,600 - \$146,400 per annum. Actual salary offered will be based on education, experience, skills, and qualifications as they relate to the role.

We aim to provide competitive pay that reflects your professional background and expertise. We want to ensure our offer will align with your strengths considering experience, skills, and internal equity to offer a fair and equitable salary. The Total Compensation Package, which includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan as well as other employment offerings will be discussed in detail as your application progresses.

How to Apply

Please click the 'Apply' button at the top right corner of the page or 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.

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 by going to <http://www.translink.ca/careers>.

Equal Employment Opportunity

TransLink 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@translink.ca.