

Job Title: Engineer, Transit Fleet

Req ID: 28123

Vacancy Type: Permanent

Number of Positions: 1

Closing Date: 05/31/2026

Job Summary

The City of Mississauga is seeking a highly experienced and detail-oriented **Engineer, Transit Fleet**. Under the direction of the Manager, Transit Fleet, Engineering & Asset Management, the successful candidate will play a crucial role in guiding the technical and financial transition towards a low- and zero-emission fleet, including both revenue and non-revenue vehicles, as well as other transit equipment. The ideal candidate will have a very strong background in mechanical and electrical engineering, fleet management, and sustainability initiatives, with a proven ability to lead complex projects.

Duties and Responsibilities

TECHNICAL AND BUSINESS PROCESS SUPPORT

- Prepares and approves engineering designs and contract changes related to the transit fleet.
- Prepares, coordinates, and influences the development of technical requirements and procurements for transit vehicle assets.
- Responsible for addressing and developing programs and campaigns targeting operational issues, safety, and reliability of the transit fleet including safety, maintainability, and reliability analysis to ensure acceptable standards of performance.
- Diagnose non-routine complex failures on a variety of electrical, multiplex, mechanical, hydraulic, pneumatic and structural systems and components.
- Maintain control over installed firmware on electronically controlled systems and associated diagnostic software by monitoring OEM updates, reviewing their need and applicability, assessing interoperability issues and making appropriate arrangements for installation, documented processes and then training others.
- Provide direction for the diagnosis/repair of all systems in a safe manner, particularly with respect to potentially dangerous systems such as high voltage electrical, high pressure systems and those involving complex repairs.

SUSTAINABILITY & INNOVATION

- Initiates and leads complex technical feasibility and implementation studies to support transition to a zero emission transit fleet.
- Develops, oversees, and administers, capital and operating programs and strategies.
- Responsible for the development, review, and approval of sustainability and innovation policies, procedures, standards, and codes of practice.
- Initiates, evaluates, negotiates contracts with private industry and government officials.
- Assists in the development of capital and operating. Prepares justifications for expenditures and variances.
- Lead the development of MiWay's ZEB Strategy.
- Responsible for the establishment, maintenance and monitoring of quality assurance and continuous improvement programs.

RESEARCH AND RECOMMENDATION

- Keeps abreast of all relevant federal and provincial legislation and regulations.
- Develops comprehensive test programs to provide data for important vehicle and equipment engineering decisions and performance-based procurement payment milestones.
- Ensures the timely reporting of project performance to the management team.

Other Duties and Responsibilities

COMMUNICATION AND REPORTING

- Provides advice and documentation to all levels of management on investigative and Preventative Maintenance programs.
- Monitors developments and legislation related to the maintenance engineering of transit fleet vehicles; evaluating the impact on maintenance and engineering; recommending and implementing policy and procedural improvements.
- Ensures effective subsystems integration, allowing for real-time health monitoring of equipment.

COLLABORATION

- Working with maintenance training department to develop and deliver new curriculum related to electrical and mechanical repair. Analyzing various work process and procedures to provide sound recommendations to improve the efficiency of bus fleet maintenance. Coordinating the development and updates of procedures, guidelines and technical standards.
- Provides direction and guidance, information, and assisted leadership to staff within the Transit Fleet Engineering & Asset Management team.
- Oversees requirement that the appropriate training and guidance are kept current on industry technical requirements and legislative changes, as well as divisional goals and objectives.
- Manages a wide range of outside consultants, contractors, and vendors who provide program and/or project support for complex sustainability and innovation solutions.
- Provides project management, and policy expertise in the preparation, review, and approval of new sustainability and innovation systems and detailed designs.

Skills and Qualifications

EDUCATION:

- Post-secondary education in a relevant engineering discipline (mechanical or related) with extensive experience in the design and systems engineering of transit systems in urban transit applications, or a combination of education, training and experience deemed equivalent.

REQUIRED EXPERIENCE:

- 10+ years of related experience in the public transit engineering field.
- Registered Professional Engineer (P.Eng.) designation in good standing with the Professional Engineers Ontario (PEO) is required.
- Experience with diesel, hybrid-electric buses, and zero-emission buses (ZEBs) including battery-electric and hydrogen fuel cell electric buses is required.
- Experience within public transit and managing a unionized environment is required.
- Project Management Professional (PMP) with demonstrated project management experience is considered a strong asset.
- A valid Truck & Coach Technician Certification (310-T) or a valid Automotive Service Technician Certification (310-S) would be considered a strong asset.
- Certificate in Change Management (i.e. PROSCI) or equivalent demonstrated change management experience would be considered a strong asset.

OTHER REQUIREMENTS:

- Demonstrated experience with technical report writing and the ability to communicate effectively in English, both verbally and in writing.
- Extensive public speaking experience with excellent presentation and influential communication skills, and the ability to analyze complex documents and provide briefing notes. Understands political climate and city structure to work with multiple divisions and departments across the City.
- Knowledge and application of project management methodology, construction techniques and materials.

- Knowledge of provincial and federal regulations related to operation and maintenance of heavy-duty public transit buses and support vehicles.
- Exceptional communication and interpersonal skills to interact effectively with employees and management in a professional and tactful manner.
- Strong technical/report writing and oral communication skills including ability to prepare and deliver complex presentations. Excellent data analysis ability and familiarity with computerized tracking and reporting methods.
- Good working knowledge of standard computer software (Word, Excel, Outlook), as well as engineering software (i.e. CAD and Solid Works) is required.
- Self-motivated and self-directed with strong initiative and the ability to work independently as well as an effective team member.
- Proven ability to meet deadlines and work under pressure. Excellent customer service skills.
- Ability to travel to various work locations across when and as required. Must possess a valid Ontario Driver's License Class "G", and the use of a personal vehicle for site visits. Must be able to wear personal protective equipment (PPE) as required to visit job sites.

Hourly Rate/Salary: \$ 91,701.00 - \$ 122,268.00 (grade under review)

Hours of Work: 40

Work Location: Mississauga Transit

Department/Division/Section: T&W/Transportation&Works Dept , T&W/Mississauga Transit , MT Maintenance

Non-Union/Union: Non Union

The City of Mississauga may use artificial intelligence (AI) technology in sourcing candidates for some positions, however, it is not being used for screening, assessing, or selecting candidates.

We thank all who apply, however, only those candidates selected for an interview will be contacted. You can also check your application status in your candidate profile online.

All personal information is collected under the authority of the Municipal Act.

Equity, Diversity and Inclusion

The City of Mississauga is committed to creating a respectful and supportive workplace that fosters a culture of equity, diversity and inclusion which broadly reflects the communities and residents we serve. Throughout the employee life cycle, the City is working to include an EDI lens to attract, retain and support the growth of diverse talent.

Learn more about the City's commitment to [Equity, Diversity and Inclusion](#).

Accommodations

The City of Mississauga is an Equal Opportunity Employer and is committed to removing barriers in our selection process for people with visible and invisible disabilities. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, the City of Mississauga will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities.

If selected to participate in the recruitment, selection and/or assessment process, please complete the following [Accommodation Request Form](#) and have it emailed to recruitment.accommodation@mississauga.ca citing the Job ID and Job Title. This will inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.

