



Nestled on the north shore of the Lake of the Woods, Kenora combines vibrant city life with a rich cultural history in a setting of abundant natural beauty. Located directly east of Winnipeg on the Ontario-Manitoba border, Kenora has a year-round population of 15,000+ that swells to over 30,000 during the summer months and is the district hub for over 50,000 people.

The City of Kenora is dedicated to providing a rich quality of life to both its seasonal and permanent residents. Branded as North America's Premier Boating Destination, the Lake of the Woods and its 14,522 islands offer year-round recreational enjoyment including fishing, boating, snowmobiling, skating and skiing.

## **Director of Engineering & Infrastructure Services**

A key member of the Senior Leadership Team, reporting to the Chief Administrative Officer, the Director of Engineering and Infrastructure Services will play a pivotal role in keeping our city running smoothly and efficiently. Representing all aspects of the Engineering and Infrastructure Services Department the Director is responsible for the planning, direction and management of Roads, Water & Sewer, Solid Waste, Engineering and Fleet Management Services.

A strategic community minded leader guided by clear vision and purpose, the Director will: plan and develop work to ensure a sustainable infrastructure through engineering and capital investment; challenge conventional approach developing effective operations and maintenance programs that will promote safety and efficiency, and reduce operating costs in the long-term; fostering a workplace culture of outstanding customer service through teamwork and operational excellence.

Hallmarks of success will be the candidate's ability to:

- Translate Council's strategic direction into operational objectives, amplifying core values by connecting the work being performed to the impact our employees have on our community.
- Deliver excellence, focus on quality improvement, innovation and service modernization in accordance with regulatory and compliance requirements. Instill practices other municipalities would want to aspire to, and inspire teams to be innovative by keeping current on emerging technologies and developments in the industry.
- Create sustainable and cost-effective solutions to meet our City's infrastructure challenges by concentrating on value-for-money projects aimed at optimizing the usage of existing assets. Develop comprehensive, inclusive and transparent business plans leveraging an appropriate level of risk management, while maintaining optimum return on investment and efficiency for taxpayers.
- Lead with passion and purpose developing an empowered workforce through thought leadership founded on principles of respect, diversity, mastery, autonomy and purpose. Inspiring a group of professionals who have deep understanding and expertise in their respective disciplines, empowering them while providing strategic direction and guidance.

In addition to being politically astute, with a strong business acumen, the likely candidate will possess:

- Bachelor's Degree in engineering from a Canadian university program accredited by the Canadian Engineering Accreditation Board (CEAB) or an appropriate combination of experience and/or education.
- Licensed Professional Engineer (P. Eng.), Professional Engineers Ontario (PEO)
- Minimum of 7-10 years' experience in a municipal environment.
- Minimum of 5 years leadership experience progressing in responsibility and scope at a senior level.

- Thorough understanding of municipal systems and applications, including knowledge of the Ontario Municipal Act, Occupational Health and Safety Act, Reg 239/02 Minimum Maintenance Standards and specific related legislation of water, wastewater, solid waste, building and engineering regulations.
- A record of driving change – demonstrated strength in the creation of comprehensive big picture strategy, a strong ability to foster innovation, develop and communicate strategic direction, goals and objectives.
- Significant financial management experience including the preparation of large and complex multi-year operating and capital budgets, forecasting, expenditure management and the development and implementation of capacity building programs and strategy.
- Strong project management experience including asset valuation and estimates process. Demonstrated ability to lead complex multi-stakeholder projects, delivering on outcomes on time and on budget.
- Proficiency in Microsoft Office applications (i.e. Word and Excel), hands on experience organizational information systems supporting budgeting (Questica) and financial (Microsoft Diamond), asset management (Maintenance Manager), SCADA, GIS (ArcGIS), and fleet management (RTA).

The City of Kenora offers a comprehensive benefits package and is a participating member of OMERS Pension.

To discuss the position in confidence, please call or email. Resumes can be directed to: [search@leadershipsource.ca](mailto:search@leadershipsource.ca)

**Lynda Schroeder, Senior Consultant**

[lschroeder@leadershipsource.ca](mailto:lschroeder@leadershipsource.ca)

Main: 306.543.1666



The City of Kenora is an equal opportunity employer which values diversity in the workplace. We are therefore happy to accommodate any individual needs in keeping with the *Ontario Human Rights Code* and the *Accessibility for Ontarians with Disabilities Act*. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance.

Personal information collected through the recruitment process will be used solely to determine eligibility for employment.