

# Job Title: Mgr Dam Safety



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## Leadership Opportunity

Req ID: 694

Business Unit: Integrated Water Services

Division: Infrastructure Engineering

Regular/ Auxiliary: Regular

Rate of Pay: \$138,213- \$162,603 yearly

Hours of Work: 70 hours bi-weekly

Posting Date: February 13, 2024

Review of submissions will begin on: March 13, 2024, but will remain open until filled

**Note:** This position is subject to Board approval, March 13, 2024

### Position Purpose

This position provides leadership, direction and professional expertise to a team responsible for engineering, planning, and operational support functions related to the safety and regulatory requirements of the 23 Dams within Integrated Water Services.

### Key Accountabilities/Position Outcomes

- Provides senior level engineering, planning and operational expertise, including:
  - Long range planning and implementation of dam safety improvements to ensure regulatory compliance and risk management.
  - Plan, develop, implement and maintain a formal Dam Safety Management System
  - Review, develop and maintain the Dam Emergency Plans and Dam Safety Risk Registry for Integrated Water Services
  - Prepare staff reports, presentations and grant applications.
  - Provide strategic direction and supports budget and resource planning for dam safety related work.
- Assumes managerial responsibility for the scope of work, and exercises authority over staff and consultants as necessary to ensure efficient delivery of capital projects and compliance with relevant legislation, guidelines, agreements, policies, and procedures.
- Provides leadership to work collaboratively with senior staff to provide advice on dam owner obligations and initiatives. Represents Integrated Water Services in communication with provincial dam safety regulators.
- Ensures policies, procedures, bylaws, plans, systems, resources and management practices are in place to support and ensure the successful delivery of projects and initiatives.

- Ensures Capital Projects are defined and completed with a commitment to project deliverables and organizational objectives as well as an ongoing commitment to project management principles.
- Provides a strategic lens in the planning and leading of consultants to ensure efficient delivery of multiple capital projects, e.g. bundling work projects.
- Assists with the preparation of Divisional operating and capital budgets, tracking, monitoring and controlling budgets for areas of responsibility.
- Uses leadership, coaching and management skills to create a highly engaged team of professional and technical staff to ensure division goals and objectives are achieved.
- Uses diplomacy and strong communication, presentation and relationship building skills to create and maintain collaboration among internal and external stakeholders.
- Provides leadership and participates in responding to potential dam safety emergencies.
- Provides Professional Engineer sign off for engineering planning and design work, as required.
- Responsible for the leadership and management of employees and contractors within area of responsibility, including employment and labour relations matters involving: employee hiring, promotion, demotion and other personnel matters; discipline and discharge; representing management in the grievance procedure; input on behalf of management into labour relations matters, and representing management on committees; maintaining Employer confidentiality; and developing, supporting and implementing various corporate and legislated policies, procedures and practices.

#### **Additional Information**

- None

#### **Qualifications**

- Degree in a related discipline
- A minimum of 10 years' directly related experience
- An equivalent combination of education and experience

#### **Certifications**

Professional engineering (P.Eng.) designation with Engineers and Geoscientists British Columbia (EGBC) or eligibility for designation.

Valid BC Driver's Licence

#### **Role Specific Knowledge, Skills, and Abilities**

- Demonstrated experience providing leadership and direction to professional and technical staff in a unionized environment, including motivating and mentoring, and conducting performance appraisals.
- Demonstrated senior leadership experience in dam safety engineering and planning, including dam safety reviews, risk registries, and Dam Safety Management systems.
- Ability to coordinate and manage multiple projects within the Dam Safety Program to meet required objectives and deadlines.
- Extensive knowledge in project management and delivery of capital and planning projects.
- Understanding of the BC Dam Safety Regulations and ability to plan and prioritize projects and works.
- Ability to lead, undertake and provide expertise with hydrology studies and assessments.
- Knowledge of the Local Government Act and other legislation and regulations affecting water systems, operations and maintenance.

- Demonstrated ability to effectively deal with public officials and the public on a variety of issues.
- Excellent communication skills, including strong written, verbal and listening skills combined with effective and proven meeting facilitation and presentation skills.
- Experience in managing consultants and contracts.
- Operational knowledge of Worksafe BC regulations and the ability to plan and coordinate projects to ensure safety of employees, contractors, consultants and the public.
- Knowledge and training with British Columbia's Incident Command System (ICS) and participation in dam emergency training and exercising of Dam Emergency Plans
- Understanding of Canadian Dam Association (CDA) Dam Safety Guidelines and familiarity with U.S and International dam safety guidance documents.
- Ability to prepare comprehensive technical reports and specifications.
- Advanced knowledge and experience with computers and Windows applications and other software related to delivering technical work.

### **Leadership Profile**

CRD Leaders are champions for creating an accountable, high performance, service-oriented organization that makes a difference in our community. They pay attention to shifts and trends in an ever-changing and complex environment and think strategically to serve residents, businesses and local governments today while developing a sustainable organization for the future. The following is a leadership summary for this position.

Professional/Individual Contributor Level 5 (P5)

Leaders at this level are generally recognized as experts in their field, having developed depth and breadth of expertise in multiple related disciplines. They anticipate client needs and influence the development of innovative solutions, coordinating work outside their own area. These leaders participate in the development of business strategy, and create innovative solutions that are consistent with organizational objectives. They present highly complex ideas and influence others. They provide leadership, mentoring and guidance to others, and develop and manage plans to solve the most complex problems, creating solutions that are both innovative and that meet organizational objectives.

While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. <https://www.crd.bc.ca/docs/default-source/hr-pdf/leadership-summaries-and-competencies.pdf> for a complete definition of our Leadership Levels and Competencies.

### **Leadership Competencies**

Thinks Strategically

Sees the Big Picture

Is Accountable for Results

Understands the Politics

Builds Partnerships

Models Integrity

## APPLICATIONS

To apply for this exciting opportunity, visit <https://jobs.crd.bc.ca/job/Victoria-Mgr-Dam-Safety-Brit-V9B-1H7/578257617/>, please click "Apply now" to submit your resume and covering letter online.

We welcome all qualified applicants to apply and may consider a combination of experience, education and/or training where possible.

*The Capital Regional District wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.*