



Sr. Manager, Roads & Right of Way
Regular Full Time
\$133,106 to 156,605 CAD Annually

The City of Markham, an award-winning municipality with more than 355,000 residents, is Canada's high-tech capital and most diverse community, enjoying a rich heritage, outstanding community planning and services, and a vibrant local economy. Committed to being a model of public service excellence, with a workforce that is representative of the population we serve, we are looking for people who share our values and are champions of innovative practices. Diversity is one of Markham's strategic priorities, and we strive to develop and maintain an environment that is inclusive and creates a sense of belonging for all.

Applications are now being accepted for the above regular full-time position in the Operations Department, Community and Fire Services Commission. To apply, please submit your cover letter and resume online by **January 31, 2022**

Reporting to the Director of Operations, the Senior Manager provides leadership and direction in the management and supervision of all Citywide roads, sidewalks inclusive of those on Regional roads, contract administration, winter maintenance, special events, sign shop, street lights and Right of Way permitting as well as all capital and lifecycle projects within the division.

The Senior Manager provides leadership to a large team of both union and non-union staff in advancing Citywide responsibilities for key business areas within the Roads/Division (24/7 operations):

- Leads and manages all **City Roads, Sidewalks, Multiuse Paths and Street Lights** networks by developing good business practices and innovations that ensure the City's road right of way network is stewarded by ensuring good environmental practices, efficient operational management and ultimately serve the needs of a diverse and growing community. As the accountable lead for the road right of way, is engaged in the planning and design phase and responsible for the ongoing lifecycle and reinventions of related service delivery models and maintenance activities.
- **Corporate-wide Winter Maintenance Service Delivery** – develops maintenance models and undertakes specialized studies to manage both City and contractor resources to meet and exceed minimum maintenance standards as legislated by the Province or dictated by Council. Mobilizes resources to address and mitigate the weather related impacts on the City's transportation network both proactively and reactively. E.g. Ice Storms, Major Winter Storm Events. Manages in-house, contractors and reviews legislated change impacts with neighbouring municipalities and external associations, eg, OGRA, AORS etc. to initiate enhanced maintenance programs, emergency response (storms) both winter event and summer rain event.

- Manages as the Road Authority and lead **Citywide Road Occupancy** request process inclusive of all known and emergency closures, from application to fee schedule review and associated By-law updates reflective of external benchmarking to ensure fee schedule recognizes revenue projections.
- **Risk Management** - Responsible for all Federal and Provincial imposed regulations including Occupational Health and Safety for City staff, contractors, hard surface network users. Ensures all direct reports align service delivery to both Council and legislative requirements while managing the City's exposure to risk against claims ensuring all non-standard after hour emergency responses are promptly addressed, 24/7.

Requirements

University degree in civil engineering with relevant professional designation (P.Eng.) together with a minimum of 7 years of progressive, related senior management/leadership experience in the public or broader public sector.

Excellent interpersonal, project/time management, organizational, analytical, written and oral communication, prioritization, problem-solving, and staff leadership and supervisory skills. Ability to build strong and enthusiastic staff teams and internal/external alliances/partnerships; to align Operations technical and business/administrative programs with division and department/commission/corporate goals and objectives; to champion the vision, mission and values of the municipality; to foster and contribute to a positive, productive, customer service-oriented work environment; and to deal courteously and effectively with all contacts.

Core Behaviours:

Service Excellence: Focuses organizational resources on understanding and responding effectively and efficiently to customer needs.

Change & Innovation: Encourages innovation and effectively leads, implements, assesses and sustains change initiatives.

Teamwork & Relationship Building: Develops collaborative and high performing teams as well as effective relationships with colleagues and partners.

Communication: Adapts communication approach to needs of audience and situation, and develops staff in this area.

Accountable & Results Oriented: Ensures work group behaves ethically and complies with expectations, policies and legislation; focuses work group efforts to work plan.

Management & Leadership: Builds an engaging environment that supports learning, career development and regular feedback, and that attracts and retains high performing staff.

Strategic Thinking & Planning: Understands and assesses complex concepts, trends and relationships; participates in business planning; makes decisions that align with the City's strategic direction.

The City of Markham is committed to inclusive, accessible and barrier free employment practices and to creating a workplace that reflects and supports the diversity of the community we serve. Please let us know if you require an accommodation and we will work with you to ensure a barrier free hiring process.



The City of Markham has established a mandatory vaccination requirement for staff related to the COVID-19 pandemic. As a result, should you be a successful candidate for a position with the City of Markham you will be required to provide proof of full vaccination upon a conditional offer of employment. Should you require accommodation in accordance with the Human Rights policy with respect to your vaccine status, you will be required to disclose that at the time of conditional offer so that an accommodation can be developed prior to your start date.