



Position Title: Director Policy Planning & Analysis (Water Services)

Position Status: Full-Time Regular

Department: Water Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Our Water Services Department is seeking a Director Policy Planning & Analysis (Water Services) who will provide key leadership, oversee development of policies to address infrastructure management and growth requirements and manage a region-wide water conservation program.

The successful candidate should be a refined leader who is well experienced with the complexities of implementing management plans and developing infrastructure plans for a large utility in a regional government setting, possessing a collaborative style of leadership and demonstrating a high level of professionalism. With proven knowledge of resource allocation, budget control strategies, and directing work initiatives, the successful candidate will demonstrate sound knowledge of a regional water supply network involved in strategic planning, customer service, resource allocation and talent management. A visionary leader, the Director will be part of making decisions that will directly impact and influence planning and supporting Water Services for current and future generations. This role requires an exceptional leader that can work effectively with senior leadership, various committees, and levels of government and a variety of internal and external stakeholders.

The Director Policy Planning & Analysis (Water Services) reports to the General Manager, Water Services and falls within our Management / Leadership, Level 5B job family.

This role:

- Leads the Water Services Policy, Planning & Analysis function and provides strategic direction for implementing management plans and developing infrastructure plans for the water utility. Performs a key leadership role in the provision of drinking water to member jurisdictions and works collaboratively to deliver on the department's strategic objectives.
- Accountable for annual and long range budget preparation, reporting and resource allocation. Oversees the preparation of business plans and establishes and monitors performance indicators. Monitors and controls spending ensuring the effective and efficient expenditure of allocated funds and ensures plans and expenditures align with strategic objectives. Participates as a member of the utility capital planning committee.

- Provides direction for implementing the Drinking Water Management Plan, the Joint Water Use Plan for the Capilano and Seymour Watersheds and the Comprehensive Regional Water System Plan. Leads work to coordinate water conservation initiatives, obtain water licensing approvals from the Province, and coordinate with BC Hydro regarding the supply of water from Coquitlam Lake. Works collaboratively to develop conceptual plans for additional supply intakes, conveyance systems and sources.
- Leads the data analytics team to ensure accurate, reliable and up-to-date measurement of delivered water to enable the GVWD to fulfill provincial and resource obligations under existing water use licences and mandates to supply safe clean drinking water to all its jurisdictions. Provides direction for preparation of the annual Water Consumption Statistics Report and the Peak Day Consumption Report.
- Develops short and long term infrastructure plans in coordination with member jurisdictions. Directs work initiatives to analyze the performance and capacity of existing facilities and model the water system to understand growth requirements and overall system resiliency. Evaluates the cost benefit of alternate solutions ensuring regulatory requirements and service levels are met on an ongoing basis.
- Responsible for maintaining and upgrading the regional water model. Develops and provides water demand forecasts to the Finance department for establishing water rates. Develops plans for connections to GVWD infrastructure and establishes, maintains and updates service agreements. Provides direction for engineering consulting assignments; develops RFP's; defines scope of work; and reviews and approves reports and other deliverables. Leads work to balance diverse priorities and address high profile issues.
- Stays current with regulatory changes and industry trends and makes recommendations on matters impacting the work of the Water Services Policy, Planning and Analysis function. Provides technical direction on water related research and assessments, as well as coordination of initiatives with organizations such as the Water Research Foundation. Ensures reporting staff comply with established work protocols and methodologies and provides direction for situations outside established practices. Contributes to initiatives requesting input in a timely manner; prioritizes work in consultation with the General Manager; and oversees a range of internal and external reporting activities.
- Responsible for management of the Corporate Water Services Sustainability and Innovation Fund. Provides technical direction for specific Policy, Planning and Analysis related projects.
- Hires, supervises, directs and develops staff, monitoring performance in accordance with goals and objectives. Provides general direction to staff with emphasis on the planning, development and implementation of work plans and objectives. Ensures adherence to corporate policies and collective agreements. Leads, coaches and mentors staff recognizing the importance of leadership, supervisory experience, and technical training. Develops and sustains a flexible and resilient workforce and encourages staff to pursue opportunities that complement their skills and experience. Works collaboratively to resolve complex technical and interpersonal issues staff encounter while doing their work.
- Represents the department on committees and cross functional senior teams; works closely with senior staff from member jurisdictions and external agencies; and interacts with consulting firms to clarify objectives. Recognized as an authority in area of specialization, provides advice and guidance to the Corporate Planning Committee and provides advice, recommendations and follow-up to Metro Vancouver Board and Committees. Represents the organization and responds to questions from the media as required.
- Performs other related duties as required.

To be successful, you have:

- Bachelor of Applied Science degree in engineering with 10 years of recent, related progressive experience supplemented by formal business management training; or an equivalent combination of training and experience.

- Membership or eligibility for immediate membership as a registered Professional Engineer (P.Eng.) with the Engineers and Geoscientists of British Columbia (EGBC).
- Expert technical understanding of relevant engineering principles for planning and modelling processes for a complex utility such as Metro Vancouver's Water Services department. Expert ability to interpret, apply and advise others on developing and implementing highly complex management and infrastructure plans.
- Demonstrated ability to provide strategic direction and lead multiple planning and policy initiatives requiring coordination amongst various divisions, disciplines, departments, external agencies and consultants. Demonstrated ability to troubleshoot and resolve complex issues and present balanced recommendations.
- Excellent budgeting and financial management skills. Demonstrated ability to manage and direct the deployment of a complex mix of cross functional financial resources and effectively monitor and control spending ensuring the effective and efficient expenditure of allocated funds.
- Ability to exercise a high degree of independent judgment to resolve complex technical challenges. Demonstrated ability to develop and revise strategies to address problems, engage diverse audiences, and promote new initiatives considering the potentially diverse and long term implications of decisions.
- Superior oral and written communication skills including the ability to effectively convey complex technical concepts and strategies to diverse audiences. Confidently responds to questions and challenges from a variety of sources and skilled in presenting data in a usable format to facilitate analysis and understanding.
- Proven ability to work cooperatively with others and to build and maintain effective working relationships. Excellent conflict resolution and negotiation skills; ability to resolve differences while maintaining strong relationships. Handles politically charged situations and differences of opinion adeptly and smoothly. Able to interpret and deliver on political requests and meet expectations. Upholds the department's and organization's reputation through positive and forthright dealings with internal and external stakeholders.
- Ability to be an effective negotiator with a diverse range of parties, including federal, provincial and municipal agencies, as well as private interest groups. Demonstrates a broad-based view of issues, understands the long term implications of actions and aligns the business strategies of the Policy, Planning & Analysis function with department and corporate strategic objectives.
- Demonstrated leadership and supervisory skills. Ability to direct, supervise, evaluate, coach and mentor staff. Provides motivating feedback and when necessary, constructive and frank feedback on performance. Considerable knowledge of departmental and corporate policies, procedures, goals and regulations. Demonstrated understanding of labour relations principles including the ability to guide managers in having difficult conversations and responding to complex issues.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook
- Valid BC Class 5 Driver's License.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

We are committed to diversity, equity and inclusion and being representative of the region we serve. We invite all qualified candidates to apply including Indigenous People, visible minorities, immigrants, LGBTQ2S+, all genders and persons with disabilities.

Metro Vancouver requires all new hires to be fully vaccinated against COVID-19 (subject to any exemptions and accommodations) and provide proof of vaccination upon hire. *Please follow this link <http://www.metrovancouver.org/about/careers/> to our Careers page where you can submit your application by May 19, 2022.*