



**Position Title:** Division Manager, Maintenance and Asset Reliability

**Position Status:** Full-Time Regular

**Department:** Water Services

**Employee Group:** Exempt

**Location:** 4515 Central Boulevard, Burnaby

**Salary Range/ Wage Rate:** Management / Leadership, Level M4B (\$150,105.67 - \$176,586.01 annually)

**Our Water Services Department is seeking a Division Manager of Maintenance and Asset Reliability who will lead a team of engineering, technical and trades staff in maintaining dams, water treatment plants, pump stations, reservoirs, rechlorination stations and over 500 kilometers of transmission pipes and associated ancillary equipment to provide safe and reliable supply of drinking water to a region of 2.8 million residents.**

**You are experienced with the 24/7 operations of critical systems and thrive in a fast-paced environment. You enjoy working with technical teams and value process leadership to achieve consistent desired outcomes.**

**The Division Manager, Maintenance and Asset Reliability reports to the Deputy GM Operations, Water Services.**

**This role:**

- Leads a division of engineering, technical and trades staff responsible for providing reliable cost effective maintenance and asset reliability services for the Water Services (WS) Department. Manages and oversees all maintenance activities (mechanical, electrical, instrumentation), as well as maintenance and asset reliability planning and related engineering for two water treatment plants, various pump stations and vast water transmission system.
- Ensures the delivery of preventative maintenance and corrective maintenance programs for Water Services; manages the development and implementation of maintenance strategies to optimize performance and reliability; ensures maintenance engineering and technical services are managed effectively; manages metrics and identifies opportunities for continuous improvement.
- Accountable for the Maintenance and Asset Reliability Division's budget preparation and reporting and ensures appropriate allocation of costs. Monitors and controls spending to ensure effective and efficient expenditure of allocated funds within the approved budget. Develops long range maintenance and capital financial plans.
- Adopts maintenance and asset reliability practices and technologies which provide value and effectiveness; ensures work programs and priorities are completed; determines required resources; allocates, adjusts, and

manages resources according to priorities; provides high-level direction for improving maintenance and optimizing expenditures; and reports to technical and political committees as required.

- Manages all Water Services maintenance and asset reliability services and programs; initiates and follows Corporate standards; ensures regulatory and safety requirements are adhered to; implements monitoring and assessment monitoring programs; and manages performance.
- Identifies resources and liaises with project and division managers to ensure adequate maintenance representation on capital projects.
- Responsible for supervising, directing and motivating staff and monitors performance towards division, department and corporate objectives; ensures staff adhere to corporate and board policies.
- Leads, coaches, mentors and develops staff recognizing the importance of leadership, supervisory and technical training; develops and sustains a flexible workforce encouraging staff to pursue opportunities that complement their skills and experience and manages succession planning for the division.
- Liaises with other departments, external agencies, municipalities and the public on maintenance issues and concerns; partners with consultants and technical associations to further the division's objectives.
- Leads the implementation of strategic goals and ensures the division's activities are consistent with the organization's values and goals.
- Provides leadership to address critical and complex equipment and infrastructure repairs; coordinates staff and advises on difficult decisions regarding shut downs, repairs and equipment replacements.
- Provides advice and guidance on approach for problem situations to others within Metro Vancouver and on behalf of the organization to contacts external to the organization; represents the organization to the media, elected officials, and the public as required.
- Performs other related duties as required.

**To be successful, you have:**

- Bachelor of Applied Science Degree in a relevant engineering discipline. 10 years of recent, related progressive experience; 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), or membership as a registered Technologist with the Association of Applied Science Technologists and Technicians of BC (ASTTBC).
- Extensive technical expertise in the maintenance of utility systems; superior understanding of maintenance aspects affecting the design, construction, and operations and maintenance of water facilities, safety requirements, regulatory requirements and relevant municipal bylaws.
- Excellent budgeting and financial management skills. Demonstrated ability to manage and monitor budgets, meet financial objectives and ensure the effective and efficient expenditure of allocated funds. Excellent contract administration and project management skills including the ability to resolve complex issues.
- Excellent written and oral communication skills including sound report writing and presentation skills. Persuasively communicates complex information to diverse audiences and upholds the reputation of the organization in communications with external agencies, the media, elected officials, and the public.
- Ability to build and maintain respectful working relationships; skill in dealing openly and tactfully in a variety of situations; responds effectively to emotional triggers in self and others.
- Proven ability to use judgment to resolve complex challenges; flexible and able to develop and revise strategies to address problems and changing circumstances. Demonstrates persistence in overcoming obstacles and

considers the diverse and long term implications of decisions beyond the work at hand. Focuses the work of the division on priorities that will make the biggest difference to the organization. Knowledge of Lean Six Sigma principles would be an asset for this role.

- Contributes to the team with constructive ideas and experiences; effectively deals with disagreements to prevent escalation of conflict; seeks to include team members in decisions that will impact them. Ability to make complex and sometimes controversial decisions and effectively administer work through unforeseen conditions. Strong organizational and time management skills.
- Ability to lead, supervise, coach and guide others while enhancing individual and team effectiveness. Ability to mentor and foster the development of direct reports and provide leadership to a number of 'support but does not report' working relationships. Sound understanding of and ability to apply labour and employee relations principles and practices including applicable collective agreements.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook for communication, documentation, reporting, analysis, and cost control.
- 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.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact [careers@metrovancover.org](mailto:careers@metrovancover.org) for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

*Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by August 27, 2024.*