



Making a difference...together

Job Title: Senior Manager Environmental Innovation

Leadership **Opportunity**

Req ID: 1121

Business Unit: Parks Recreation and Environmental Services

Division: Parks Recreation and Environmental Services

Regular/ Auxiliary: Regular

Rate of Pay: \$142,677.95 - \$167,856.21 yearly

Hours of Work: 70 hours bi-weekly

Posting Date: November 15, 2024

Closing Date: December 8, 2024

Position Purpose

With a mandate of focusing on environmental innovation, this position is an entrepreneurial leader responsible for the planning, developing and implementation of long term strategies for biosolids, climate action, and resource recovery. The Senior Manager will lead the division and cross-organizational teams with a vision of pursuing new opportunities through integration and implementation of forward thinking and leading environmental principles, while continuously connecting with stakeholders.

Key Accountabilities/Position Outcomes

- Provides subject matter expertise, technical guidance and leadership for the planning, development, and beneficial use of biosolids.
- Develops and implements the long-term biosolids management strategy, the climate action strategy and other technology focused projects supporting resource recovery, specifically around liquid and solid waste management, and climate action goals.
- Identifies and leads teams from areas across the organization to identify environmental innovation opportunities, put ideas in motion, and monitor and evaluate for success.
- Takes an entrepreneurial approach to environmental innovation, recognizing the context of a local government operation.
- Provides forward-thinking vision and senior leadership to a team mandated to pursue new environmental innovation opportunities through leading environmental principles.
- Provides leadership and overall responsibility for managing the division including staffing and personnel issues.
- Uses leadership, coaching and employee development practices to create a highly effective team with the knowledge, abilities and skills to ensure the goals and objectives of the division are met.
- Responsible for research and planning activities within the division including strategic, short and long term initiatives and associated program development to encourage sustainability.
- Reports directly to various committees, preparing and presenting reports and information.

- Responsible for the planning, monitoring and management of the budget for the division.

Qualifications

- Degree in a related discipline
- A minimum of 10 years' directly related experience

Certifications

- Valid BC Driver's Licence

Role Specific Knowledge, Skills, and Abilities

- Considerable technical expertise and understanding of residuals beneficial use options and relevant regulations, reporting requirements and scientific and engineering principles associated with the work.
- Understanding of the nature of a local government operation in the field of environmental innovation programs and initiatives.
- Experience leading staff and teams towards a new and forward-thinking vision.
- Senior leadership experience in a unionized environment, working with professional, technical, and administrative staff.
- Ability to lead teams, including exceptional project management skills, facilitation skills, and communications skills.
- Strong political astuteness
- Ability to coordinate and manage multiple projects generated from a number of program areas to meet required objectives and deadlines.

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.

Leadership Level 4 (L4)

Leaders at this level generally manage a business unit or department through lower-level managers, professional staff and/or supervisors. Exercising considerable independent judgment, leaders at this level develop financial and operational objectives and have accountability for the business/financial results of the department. They contribute to functional strategy development and ensure operational plans are aligned with business objectives. Leaders have broad business knowledge and in-depth functional expertise and may have direct involvement in completing the more strategic activities of the department.

While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. [Click here](#) for a complete definition of our Leadership Levels and Competencies.

Leadership Competencies

Builds Partnerships

Creates a Common Vision for Change
Fosters Innovation
Sees the Big Picture
Thinks Strategically
Understands the Politics

APPLICATIONS

To apply for this exciting opportunity, visit [Senior Manager Environmental Innovation Job Details | Capital Regional District](#), 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.