

Clarington

We're looking for a Director of Infrastructure to join Clarington's Planning & Infrastructure team!

If you require this information in an alternate format, please contact the Accessibility Coordinator at 905-623-3379 ext. 2131.

Why Clarington

Clarington is a place of possibilities.

With a population set to double by 2051, Clarington is one of the fastest-growing municipalities in Durham Region with more than 107,000 people across four urban centres and 14 hamlets. Clarington offers a perfect blend of urban living and country charm and is known for its thriving energy and agriculture sectors, historic downtowns and as a great place to live, work and play.

Our people enjoy a collaborative work environment, work-life balance, and are at the forefront of community impact. We value accountability, integrity and respect, and are committed to fostering equity, inclusion and diversity in the workplace. Together, we are striving to enhance the quality of life for residents today and for future generations who call Clarington home.

The future is bright – and working with the Municipality of Clarington means you can help shape it. How will you make your mark?

Position Snapshot

Clarington is growing and our workforce is, too!

The Director of Infrastructure is responsible for infrastructure and engineering, overseeing the strategic planning, execution, and maintenance of critical municipal engineering projects. This position drives innovation in engineering practices, ensuring compliance with safety and legislative standards while enhancing the municipality's operational excellence.

Reporting to the Deputy CAO of Planning and Infrastructure Services, the Director shapes long-term infrastructure strategies and provides expert leadership on engineering matters that impact the municipality's growth and quality of life. The Director is responsible for all the engineering design, construction and inspections, and parks design of the municipality. The role will also support and coordinate Council Advisory Committees like the Safer Roads Committee.

This position will oversee a team of specialized professionals, each responsible for unique and intricate capital projects, emphasizing strategic management over supervising large teams performing homogeneous tasks.

What you'll be doing

As the Director of Infrastructure, your responsibilities include but are not limited to:

- Articulating and implementing a forward-thinking vision for municipal engineering, ensuring alignment with council and infrastructure goals.
- Providing leadership to staff to develop programs, policies, and procedures for services the division delivers.
- Performance coaching and ensuring best practices for staff development are implemented for all levels of staff.
- Leading the development and implementation of advanced engineering standards and comprehensive infrastructure plans.
- Overseeing the design, construction, and maintenance of critical infrastructure projects, ensuring adherence to safety and quality benchmarks.
- Ensuring projects follow project management principles and milestone delivery on project schedule timelines, budget and plans are comprehensive and address operational, service level, and continuous improvement initiatives.
- Accountable for developing strategies to advance initiatives, deploy resources and keep projects on time and budget.
- Representing the municipality with contractors, council, and community stakeholders, ensuring transparency and collaboration.
- Serving as an expert witness in media engagements and legal or tribunal proceedings.
- Attending public meetings and addressing engineering related matters.
- Leading the strategic development of departmental budgets and long-term capital programs, ensuring efficient use of resources and fiscal responsibility. Develops, manages, and administers multi-year capital and operating budgets for the division, ensuring financial transparency and accountability.
- Monitoring budget adherence, identifying and explaining variances, while ensuring budgets are effectively managed in compliance with corporate policies.
- Providing advice and recommendations to the Deputy CAO, CAO, and Council on engineering services, divisional and corporate policies, projects, plans, budgets, activities, operations, and maintenance as they relate to the services delivered by the division and long-term sustainability and growth.
- Preparing business cases, presentations, reports, briefing notes, and recommendations to Senior Leadership and Council.
- Ensuring reporting and recommendations are completed to update the community through communications plans, based on both quantitative and qualitative data.
- Other duties as assigned.

What you bring

The successful candidate will have:

- A University Degree in Engineering, preferred at the Master's level.
- Must be a Professional Engineer (P.Eng)
- Full membership with the Professional Engineers of Ontario with the P.Eng. designations.
- Minimum of ten (10) years in municipal planning with progressive management experience.
- Experience in leading multidisciplinary groups and coaching senior staff.
- Proven experience in conflict resolution, facilitation and negotiation with diverse set of stakeholders (private and public), with often competing interests.

- Proven leadership in engineering design and construction of municipal projects, stakeholder engagement, and complex decision-making and experience planning and leading complex projects in the areas of engineering standards.
- Experience making policy recommendations and conducting policy analysis.
- Expertise in in best practices of municipal engineering projects.
- Continuous improvement, project management, or Lean Six Sigma training would be considered an asset.
- Demonstrated a high level of critical thinking with the ability to successfully perform proactively and strategically, plan, prioritize and balance multiple responsibilities, and shift priorities.
- Demonstrated ability to perform duties, lead teams, and deliver services and projects with tact and diplomacy in a client-focused manner.
- Demonstrated ability to find innovative solutions to engineering problems
- Must be legally able to work in Canada.

What we offer

- Salary: Grade 13 (\$172,511 to \$209,687) of the 2025 Non-Affiliated Salary Administration Program.
- The Municipality of Clarington offers flexible work arrangements for eligible roles, where employees are empowered to do their best work in the way that works for them. Currently, this position is eligible for a flexible work arrangement option. Further details on this program will be discussed through the selection process.
- A comprehensive benefits and pension program to ensure that your total compensation package addresses both your work and life needs.
- Hours of work: 35 hours per week, with after-hour meetings required.

We are an equal opportunity employer

The Municipality of Clarington is a progressive employer committed to equity, inclusion and diversity within its community and organization. We are committed to building an inclusive and barrier-free environment for our team.

We are pleased to accommodate individual needs in accordance with the Accessibility for Ontarians with Disabilities Act, 2005, within our recruitment process. If you require accommodation at any time throughout the recruitment process or in performing your position, should you be selected, please contact the Human Resources Division at careers@clarington.net.

Additional information and requirements

Prior to starting the position, the successful candidate must provide, at their own expense, a current (with the last 180 days) satisfactory criminal reference check, directly from a Canadian Police Information Centre. Criminal Records Checks from third party agencies are not acceptable. Applicants who have been employed with the Municipality within the last year and have provided a criminal reference check within the last 365 days are exempt from providing another criminal reference check.

Privacy

Applicant information is collected under the authority of The Municipal Act, 2001 and the Municipal Freedom of Information and Protection of Privacy Act for the purpose of evaluating the applicant. Questions about this collection should be directed to the Municipal Clerk, 40 Temperance Street, Bowmanville, ON L1C 3A6 or by phone at 905-623-3379 ext. 2109.

Ready to apply?

Please submit your application online by **April 25, 2025, at 11:59 PM.**

We thank all applicants for their interest. However, only those under consideration will be contacted.