



Shape a place
where people
want to be

Position Title: Director, Major Projects

Position Status: Full-Time Regular

Department: Project Delivery

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Management / Leadership, Level M5A (\$192,776.84 - \$226,766.24 annually)

Our Project Delivery Department is seeking a Director, Major Projects who will be part of a team delivering on the highest complexity, risk and consequence projects for the organization. The Director and their team will be responsible for delivering a collaborative target price contract for a significant capital program of wastewater projects over the next 5 years. This Director will work alongside other Project Directors delivering major projects for the department including the Iona Island Wastewater Treatment Plant, Langley Wastewater Treatment Plant, Annacis Wastewater Treatment Plant Upgrade, Coquitlam Water Treatment and Conveyance Program and a Water Tunneling Program. The Director will be also working with Director for the Corporate Project Management Office to support knowledge transfer and capacity building within the department and across the organization.

You are: A seasoned, visionary and impactful leader well versed in project management and collaborative delivery models. You are excited about the opportunity to take ownership and ensure the delivery of a significant capital program for a project in construction and plan for the commissioning stage. You will bring new insights into situations, will question conventional approaches, encourage new ideas and innovations and will have the ability to lead an integrated partner team in construction. The Director will have significant experience in delivering alternative delivery projects and work with the mindset of collaboration with the delivery partners.

The Director, Major Projects reports to the General Manager, Project Delivery.

This role:

- Leads the Project Delivery function and is responsible for providing strategic direction for the delivery of critical, key major project(s) and programs that support vital infrastructure and services. Provides technical and strategic advice and leadership for the design, definition, management, contract management and administration and construction and commissioning of major infrastructure projects. Leads a multidisciplinary team of engineering, technical, commercial and communications staff; oversees and approves consultation and engagement strategies; aligns work activities with strategic objectives; and is accountable for the scope, schedules and budgets for multiple simultaneous projects. Directs and oversees significantly complex RFP processes.

- Accountable for annual and long range budget preparation, reporting and resource allocations and participates as a member of the corporate capital planning team. Oversees the preparation of business plans, Capital Planning Inputs, and establishes and monitors performance indicators. Directs the deployment of a complex mix of cross functional financial resources; monitors and controls spending, ensuring the effective and efficient expenditure of allocated funds; and ensures plans and expenditures align with strategic objectives.
- Leads a multidisciplinary team of engineering, technical, external consulting engineers and project management specialists and oversees and approves consultation and engagement strategies. Ensures public involvement activities meet corporate objectives, provincial regulatory requirements and interests of target audiences and provides direction for balancing diverse priorities and addressing particularly divisive and high profile issues. Experience working and partnering with First Nations.
- Makes recommendations on matters impacting the work of the Project Delivery function such as project management guidelines, engineering standards, capital project protocols and capital plan priorities. Ensures reporting staff comply with relevant policies and protocols and provides direction for situations requiring modifications to established standards. 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.
- 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 programs and operations. Ensures adherence to corporate policies and collective agreements. Leads, coaches and mentors staff recognizing the importance of leadership, supervisory 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.
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- Represents the department on committees and cross functional senior teams; works closely with senior staff from member municipalities, external agencies and the public on a variety of issues and concerns; and interacts with consulting firms, suppliers and contractors to clarify objectives and resolve financial issues and claims. Recognized as an authority in area of major infrastructure delivery, provides advice and guidance to the Senior Executive Team and may provide advice, recommendations and follow-up to Metro Vancouver board and committees. Represents the department and 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 civil engineering or other relevant field. 10 years of recent, related progressive experience supplemented by formal business management training; or an equivalent combination of training and experience. Recent experience in the delivery of high value, complex and risk projects or programs.
- Membership or eligibility for immediate membership as a registered Professional Engineer (P.Eng.) with the Professional Engineers and Geoscientists of British Columbia (EGBC) is an asset.
- Accreditation as one or more of the following is an asset (PMP, PMI, CGA, MBA).

- Expert technical expertise and understanding of civil engineering principles, standards and best practices and considerable understanding of other relevant engineering and technical disciplines/specialties. Expert ability to interpret, apply and advise others on engineering and related guidelines such as technical manuals, code and regulations, and contracting policies. Expert contract management and project management skills.
- Demonstrated ability to provide strategic direction and lead multiple large capital projects requiring coordination amongst various divisions, disciplines, departments, external agencies and consultants. Demonstrated ability to troubleshoot and resolve complex contractual issues.
- 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. Upholds the department's and organization's reputation through positive and forthright dealings with internal and external stakeholders.
- Demonstrates a broad-based view of issues, understands the long term implications of actions and aligns the business strategies of the Major Projects, Project Delivery function with department and corporate strategic objectives.
- Demonstrated management 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.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership

competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

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 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 May 23, 2025.