



We're hiring top executive talent

HALIFAX

Municipalities are the closest level of government to the public and employees take pride in making Halifax the best it can be. A municipal public servant makes a difference in the lives of over 400,000 people in the Halifax region. If you are committed to public service, have a desire to learn, grow, and give back to the community through your work, you may be the right fit for our organization.

Halifax Regional Municipality is inviting applications for the permanent position of Commissioner of Operations in the CAO's Office.

Halifax Regional Municipality (HRM) is committed to reflecting the community it serves and recognizing Diversity and Inclusion as one of the Municipality's core values. We have an Employment Equity Policy and we welcome applications from African Nova Scotians and Other Racially Visible Persons, Women in occupations or positions where they are underrepresented in the workforce, Indigenous/Aboriginal People, Persons with Disabilities and 2SLGBTQ+ Persons. Applicants are encouraged to self-identify on their electronic application.

About the Opportunity

Reporting to the CAO, the Commissioner of Operations provides oversight and leadership to the following business units: Public Works, Halifax Transit, Planning & Development, Parks and Recreation and Property, Fleet and Environment. The Commissioner of Operations ensures that the strategic plans and operational delivery of services are integrated and coordinated across business units under their responsibility and align with Council's direction and core values. The Commissioner of Operations provides effective leadership and will motivate a team of Executives to deliver high quality customer service to the residents of Halifax and the cost-effective achievement of Council priorities within a multi-stakeholder environment.

Key Responsibilities and Priorities

Strategic Municipal Leadership

Provide high-level leadership in developing and executing business unit objectives and

long-term strategic plans in alignment with municipal priorities. Guide Executive Directors (EDs) in defining the vision, mission, values, and operational direction for all business units under their responsibility, ensuring integration with the municipality's overall strategic framework.

Operational Integration and Performance Management

Oversee, through the Executive Directors, the establishment of effective operating policies, procedures, and performance evaluation systems. Ensure that strategic and business plans across business units are aligned, measurable, and results-oriented. Promote continuous improvement, accountability, and operational excellence in service delivery and program outcomes.

Cross-Organizational Collaboration and Partnerships

Promote collaboration and integration across municipal business units and with key external partners, including agencies, boards, and commissions such as Halifax Regional Libraries, Halifax Water, Halifax Harbour Bridges, the Joint Regional Transportation Authority, and the Executive Panel on Housing. Foster partnerships that enhance municipal service delivery and collective impact.

Strategic Policy and Risk Management

Advise the CAO on emerging strategic issues, policy development, and municipal initiatives by integrating political direction, social and economic trends, and staff expertise. Assist in identifying and managing operational risks while recommending policy and program enhancements aligned with Council priorities and the municipality's "Plan on a Page."

People Leadership and Organizational Development

Lead human resource planning and development across all business units to ensure organizational effectiveness, inclusion, and workforce diversity. Foster a culture of high performance, innovation, and accountability. Empower leadership at all levels through effective delegation and professional development opportunities.

Fiscal Stewardship and Resource Management

Ensure business units operate within approved budgets and deliver value to residents. Oversee the negotiation of complex contracts and management of key projects, ensuring fiscal responsibility and alignment with municipal priorities. Champion the safe and effective use of municipal resources, equipment, and systems in compliance with health and safety legislation.

Governance and Representation

Provide strategic advice, background information, and briefing materials to the CAO and Council. Participate in Council Committees and represent the municipality on external

agencies, boards, and committees to advance corporate objectives and strengthen intergovernmental and community relationships.

The Ideal Candidate

The ideal candidate is an accomplished and strategic executive with a minimum of ten years of progressive leadership experience within a large and complex organization, ideally within a municipal or governmental environment. They bring a proven ability to provide effective organizational leadership, navigate complexity, and drive alignment across diverse operational areas.

A post-secondary degree in public administration, management, or a related field is required along with a demonstrated commitment to excellence in public service, collaboration, and results-oriented leadership.

Skills and Attributes

Visionary and Strategic Leadership – Brings strong leadership and interpersonal skills grounded in transparency, integrity, and open government. Builds credibility and trust with elected officials, employees, and stakeholders through consistent communication, collaboration, and sound decision-making.

Operational and Administrative Excellence – Demonstrates exceptional administrative and managerial abilities in overseeing diverse operational business units with broad public responsibilities. Provides clear direction, motivation, and performance guidance to Directors and staff, ensuring alignment with Council's priorities and organizational goals.

Fiscal and Sustainable Stewardship – Committed to fiscal responsibility and the integration of financial, environmental, and social sustainability principles. Aligns financial planning with service priorities and ensures accountability at all levels, while offering progressive and pragmatic financial advice to senior leadership.

Analytical and Innovative Problem Solving – Excels at analyzing complex contracts, assessing risks, and developing creative, forward-thinking solutions to emerging and ongoing challenges. Applies strategic insight and negotiation skills to shape the evolution of municipal governance.

Respectful and Collaborative Governance – Deeply understands and respects the distinct roles of elected officials and municipal administration. Works effectively within governance structures to ensure policy intent is translated into effective implementation and service delivery.

Labour Relations and Organizational Leadership – Experienced in leading and managing within a multi-union environment. Fosters productive relationships and a culture of respect, inclusion, and continuous improvement across all levels of the organization.

Skilled Communicator and Advisor – Demonstrates strong communication skills, including the ability to prepare clear, comprehensive, and persuasive reports, correspondence, and presentations. Provides well-reasoned, strategic advice to the CAO and Council to support evidence-based decision-making.

How We Do What We Do

The core competencies needed for success in this role:

- Valuing Diversity
- Organizational Awareness
- Values & Ethics
- Visioning, Strategic Thinking and Innovation
- Networking & Relationship Building
- Developing Others
- Communications
- Risk Management
- Decision Making
- Managing Change

We thank all applicants for their interest, however, only those applicants moving forward in the recruitment process will be contacted.

During the recruitment process, applicants have the right to request an accommodation. Applicants invited to participate in an assessment process (such as interview or testing) and who require an accommodation, should discuss their needs with Talent Acquisition when invited to the assessment process. For more information on our accommodation process please click on the link: [Accommodations | Hiring | Employment | Halifax](#)

For more information on this opportunity, please contact Ola Ekechukwu, Manager, Talent Acquisition at ekechu@halifax.ca or click “Apply to job” below to submit your application package by **11:59 p.m. on November 21, 2025**.
(position # 78628185)