



## Director of Operations - Roads, Transportation and Fleet

### People, Places, Prosperity

Working within our Strategic Plan, **Cambridge Connected**, and committing to our values of Integrity, Respect, Inclusiveness and Service, the successful candidate will work together to help the City of Cambridge achieve our vision: A place for people to prosper – alive with opportunity.

### Job Profile

Responsible for providing the leadership for Divisional strategies, priorities and services in the following functional areas: Operations and maintenance of Road and Active Transportation infrastructure, Traffic and Parking Operations, Street Lights, Crossing Guards, Transportation Planning, and Fleet renewal and maintenance.

### What you will be doing

- Provides leadership to staff responsible for the maintenance and year-round operation of varied types of infrastructure, including roads, active transportation, street lighting, municipal parking lots, on-street parking, crossing guards and fleet & equipment.
- Participates on the Senior Management Team (SMT), responsible for the development of goals, Objectives and business plans and implementation of corporate strategic priorities as it relates to the Operations division.
- Responsible for service specific community and agency partnerships, and provides support, direction and leadership to other divisions and staff in creating and nurturing community partnerships to facilitate the delivery of operational services.
- Accountable for the development, monitoring and control of the Operations division budget.
- Acts as staff liaison to various community organizations and Council appointed committees as required.
- Maintains liaison with Provincial/Federal Ministries and Departments concerning the impact of government policies relative to the division's services.
- Represents division in meetings, task forces, etc., with regional staff, Police, inter-municipal consultants, other City departments concerning maintenance and operation of roads, active transportation, traffic and parking and fleet equipment. Includes collaboration and coordination with Regional public transit operations and impacts on Regional public transit related construction and transit routes.
- Provides oversight for staff training and development, licensing and standard operating procedure development.
- Ensures employees work in compliance with the Occupational Health and Safety Act, regulations, and Corporate Health and Safety Policies and Procedures, and to take every reasonable precaution to protect the worker; covering field staff, arenas and miscellaneous other buildings.
- Receives, investigates and resolves public concerns and complaints. Represents the City as an expert witness in legal matters.
- Represents the department in Employee Relations, negotiation and grievance matters relevant to the area of responsibility.

- Consistently exemplifies the Corporate Core Values; Integrity, Respect, Inclusiveness and Service (IRIS).
- Provides back-up coverage for General Manager.

## **Experience and Knowledge**

- 5 + years of Municipal Infrastructure Operations or Recreation related experience
- 5 + years of Supervisory level experience in a unionized environment
- Extensive knowledge of the policies, rules, bylaws, industry, and regulations governing a very wide range of services delivered through departmental operations such as Highway Traffic Act, Transportation Association of Canada (TAC), Ontario Traffic Manuals (OTM)
- Thorough knowledge of modern management practices and principles as applied to municipal public works and operations.
- Considerable knowledge of occupational hazards pertaining to public works maintenance, construction work, and of effective safety control and precautionary methods.
- Ability to provide a high degree of effective leadership including direct knowledge of each business function

## **Education**

- University Degree in Civil Engineering or Related Field
- Must hold or be eligible to hold a license issued by the Professional Engineers of Ontario, or a Civil Engineering Technology (CET) designation or higher

## **We will ask you for these items if you are hired**

Proof of your current and valid certificate(s) and/or educational qualifications.  
 Supervisor Health and Safety Awareness Training Certificate from the Ministry of Labour (may be obtained post offer)  
 Valid G driver's license.

## **Your compensation**

The annual salary range for this non-union position is \$148,569 to \$181,175 (Band Level 10). We offer a comprehensive benefits package and are an Ontario Municipal Employees Retirement System (OMERS) employer.

## **Hours of work**

Monday to Friday – 8:30 a.m. to 4:30 p.m. (35 hours per week) or 7:00 a.m. to 3:00 p.m.  
 Evening and weekend support during major weather events  
 Occasional evening hours required to attend Council, public meetings, etc.

## **Advertisement expiration date**

Interested candidates should apply at [www.cambridge.ca/careers](http://www.cambridge.ca/careers). This posting will close on February 3, 2026.

## **Accommodation needs and protection of privacy**

The City of Cambridge recognizes and appreciates diversity and inclusion enhances our public value commitment.  
 We strive to create an accessible and inclusive experience and encourage all qualified people to apply, including and especially people from equity-deserving groups. Qualified applicants will receive

consideration for employment with honour and respect toward their individual dimensions of diversity.

We strive to remove barriers that may prevent qualified applicants from fully participating in the recruitment and selection process. Accommodation in accordance with the Ontario Human Rights Code and other applicable legislation is available throughout all stages of the recruitment and selection process. Contact [HRServices@Cambridge.ca](mailto:HRServices@Cambridge.ca) to make your needs known in advance.

For more information on our Employment Equity, please read our full [policy](#).

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the City of Cambridge only.