

Superintendent, Development and Transportation

The City is seeking a Superintendent, Development and Transportation to join our dedicated Traffic and Development team.

Job Status: Full -time Permanent

Division: Engineering & Operations

Department: Traffic and Development

Union: Non-Union

Salary: \$106,561.00 - \$134,898.40

Vacancies: 1

Closing Date: February 22, 2026

About the City of Sarnia

Located at the mouth of the St. Clair River on the shores of Lake Huron, the community of Sarnia is known for its breathtaking waterfront, pristine beaches and beautiful parks system. Situated on the American border, just a short drive from London, Ontario, the community boasts a host of recreational opportunities, state-of-the-art healthcare, a vibrant cultural scene, and excellent education paired with a high standard of living and mild climate.

Ranked one of the most affordable medium-sized cities in Ontario, Sarnia, with its 72,000 residents, is home to over 1,000 acres of parkland and 40 km of trails in addition to 4 golf courses, 16 art galleries, 6 museums, and 3 theatres across the County.

The Role

Under the general direction of the Manager of Development and Transportation this position is responsible for oversight of the development and transportation engineering services and the coordination of official plan, re-zoning, site plan and subdivision inquiries as they pertain to the engineering department.

This position provides oversight to ensure consistency in the processing of development applications in tandem with the building, planning, legal and finance departments and public relations regarding technical support to applicants. This position balances community expectations for service delivery within the regulatory requirements of the service areas and in doing so requires excellent communication, conflict resolution and team-building skills.

This position may delegate specific responsibilities to staff members, together with the necessary authority for their fulfillment, but may neither delegate nor relinquish overall responsibility for results.

Qualifications

- Four-year University Degree in Civil Engineering, or Civil Engineering Technologist/Technician
- Minimum of four years of related work experience
- Knowledge of land development processes and transportation field
- Proficiency with relevant computer software applications
- Valid G license with an abstract acceptable to City standards.

The Candidate

The successful candidate should possess the following experience, knowledge and competencies:

- Strong knowledge of municipal engineering, transportation infrastructure, development review processes, and relevant provincial legislation, bylaws, and standards.
- Demonstrated experience reviewing technical drawings, development applications, engineering reports, and preparing development-related permits and approvals.
- Skilled in conducting field inspections, assessing active construction sites, and ensuring compliance with health and safety requirements.
- Effective communicator with the ability to collaborate with architects, engineers, internal departments, senior management, and Council while providing clear technical direction.
- Proven leadership abilities including staff supervision, workload delegation, coaching, and managing training and professional development plans.

Why Work With Us

It's an opportunity to work in a dynamic and collaborative environment where your organizational skills, attention to detail, and professionalism will be highly valued.

The City offers competitive salaries alongside extended health, dental and travel benefits, life insurance coverage, access to our Employee & Family Assistance Plan (EFAP), and enrollment in the OMERS (Ontario Municipal Employees Retirement System) pension plan.

We are an organization focused on the health and well-being of our employees, including a priority on work-life balance delivered through a unique earned-day-off package in addition to vacation time offerings.

We are an inclusive and equitable Corporation that encourages applications from qualified individuals of all genders, persons with disabilities, members of

visible minorities and Indigenous persons. Appropriate accommodations will be provided upon request throughout the hiring process as required by the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Information received relating to accommodation and diversity will be addressed confidentially.

Personal information is being collected under the authority of the Municipal Act and will be used to determine the qualifications for employment with The Corporation of the City of Sarnia. Questions about this collection should be directed to the City Clerk, 255 Christina St. N., Sarnia, ON N7T 7N2, 519-332-0330 ext. 3366.

Please note this recruitment is for a current vacancy.

APPLY HERE