

Superintendent, Public Works

The Public Works department, under the umbrella of the Engineering & Operations division is dedicated to maintaining and enhancing the city's infrastructure to ensure a safe, efficient, and vibrant community. Responsible for a wide range of essential services, the department oversees the maintenance of roads, sidewalks, water distribution systems, and sewer system. By prioritizing sustainability and innovation, the Public Works team works diligently to improve the quality of life for Sarnia's residents and visitors. Their commitment to public safety, environmental stewardship, and infrastructure excellence plays a pivotal role in shaping a resilient and thriving Sarnia.

The City of Sarnia is seeking a dedicated and experienced Superintendent to lead and manage our sewer, water, and roads sections of Public Works.

Job Status: Full -time Permanent

Division: Engineering & Operations

Department: Public Works

Union: Non-Union

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

Vacancies: 1

Closing Date: March 1, 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

Our Superintendent, Public Works leads the planning and delegation, overseeing all operations related to the vital infrastructure domains of Public Works. This role is pivotal in ensuring the efficient, effective, and safe delivery of essential services that enhance the quality of life for our residents. The

Superintendent is responsible for ensuring full compliance of all operations with provincial regulations, including city-wide adherence to all drinking water related By-Laws.

Qualifications

- A diploma in Civil Engineering, Construction Engineering Technology, or an equivalent field
- A minimum of (5) five years related experience and demonstrated supervisor experience, preferable within a unionized environment
- Class 1 Drinking-Water Operator Certificate O.Reg 128/04

An equivalent combination of education, training and experience may be considered.

The ideal candidate will have knowledge of relevant regulations and standards including the Safe Drinking Water Act 2002, Ontario Water Resources Act O.Reg 129/04, Minimum Maintenance Standards O.Reg 239/02 and Ontario Provincial Standards for Roads and Public Works.

The Candidate

We're seeking a candidate who can deliver:

- Leadership and management – overseeing the daily operations of the public works team, inspiring and empowering them to achieve departmental goals, ensuring the proper resources and support are provided to perform effectively and safely, while fostering a culture of continuous improvement and respect.
- Planning and budgeting – developing and implementing strategic plans for infrastructure maintenance programs, monitoring progress to ensure projects are completed on time and within budget, as well as developing and overseeing departmental budgets.
- Operational oversight – supervising activities related to the maintenance and improvement of sewer systems, water supply, and road networks in accordance with maintenance management legislation; conducting regular inspection and assessments of infrastructure to ensure quality and compliance with regulatory standards while addressing and resolving operational issues promptly and effectively.

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.

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