



Director, Public Works

Job: Director, Public Works

Reports To: Chief Administrative Officer

Salary Range (2026): \$162,688 – \$190,320 annually

Location: Lindsay, Ontario

Hours of Work: 37.5 hours per week (7.5 hours/day) | Core hours 8:00 a.m. – 5:00 p.m.

Additional Requirements: Occasional travel, attendance at meetings/conferences, and response to emergency situations outside normal business hours

Shape the Infrastructure That Keeps a City Moving

The City of Kawartha Lakes is seeking a strategic, forward-thinking leader to serve as our next Director, Public Works.

This is more than an operational leadership role — it is an opportunity to influence the long-term infrastructure strategy of a growing municipality. Reporting directly to the Chief Administrative Officer, you will lead a diverse and highly skilled team responsible for the essential services that residents rely on every day.

From roads and fleet to water, wastewater, transit, utilities, and waste management — you will oversee the systems that keep our community safe, sustainable, and moving forward.

What You Will Lead

You will provide overall leadership, direction, and strategic oversight for:

- Roads Operations
- Utility Maintenance
- Fleet Services
- Transit Services
- Waste Management
- Municipal Water and Wastewater facilities, distribution, and collection systems

You will champion operational excellence while ensuring regulatory compliance, fiscal responsibility, and long-term infrastructure sustainability.

What You Will Do

Strategic & Operational Leadership

- Provide clear leadership and strategic direction to Public Works Division Managers aligned with the City's Corporate Vision and Council priorities
- Ensure compliance with provincial legislation, municipal bylaws, standards, and policies while proactively managing operational risks
- Safeguard City assets through strong governance, planning, and lifecycle management
- Lead departmental performance measurement, KPI development, and continuous improvement initiatives

Senior Leadership & Corporate Contribution

As a key member of the Senior Management Team, you will:

- Develop and implement strategic goals, priorities, and measurable outcomes
- Conduct research and analysis of industry trends and emerging infrastructure challenges
- Provide expert advice and recommendations to the CAO and Council
- Prepare and present comprehensive Council reports and departmental updates
- Develop and manage multi-million-dollar operating and capital budgets
- Contribute to corporate-wide initiatives including workforce planning, financial strategy, and organizational development

Partnerships & Public Engagement

- Build strong, collaborative relationships with community partners, agencies, legislators, neighbouring municipalities, and provincial bodies
- Represent the department in public forums and stakeholder meetings
- Foster a cohesive and high-performing internal leadership team

People Leadership & Accountability

- Lead, coach, and develop a diverse workforce across unionized and non-unionized environments
- Ensure effective labour relations practices and collective agreement compliance

- Act as a Supervisor under the Occupational Health and Safety Act
 - Model organizational values and hold teams accountable for results
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What You Bring

Education & Professional Credentials

- Post-secondary degree in Civil Engineering (P.Eng. designation preferred), Construction Management, or a related field
- Minimum 10 years of progressive leadership experience, ideally within a municipal environment
- Eligibility for full membership with Professional Engineers Ontario (PEO) or Ontario Association of Engineering Technicians and Technologists (OACETT)

Leadership & Municipal Expertise

- Deep understanding of municipal governance, infrastructure planning, and public sector financing
- Strong experience managing in a unionized environment
- Demonstrated ability to develop KPIs and leverage Business Intelligence tools to drive performance
- Proven experience presenting to Council and engaging in public consultation
- Strong negotiation and conflict resolution skills

Operational & Financial Acumen

- Expertise in capital planning, lifecycle asset management, and operational budgeting
- Demonstrated success managing complex infrastructure portfolios
- Knowledge of environmental compliance and public works regulatory frameworks

Personal Leadership Qualities

- Strategic thinker with a continuous improvement mindset
- Collaborative and relationship-focused leader
- Strong communicator with exceptional written and presentation skills
- Sound judgment, discretion, and ability to maintain confidentiality
- Highly organized with strong follow-through

Additional Requirements

- Valid Ontario Class "G" Driver's Licence and ability to travel to various sites within the municipality and Ontario
- Successful completion of a Criminal Record Check upon conditional offer

Why Join the City of Kawartha Lakes?

This is a rare opportunity to lead a diverse, essential services portfolio within a municipality that values innovation, accountability, and community impact.

You will help shape long-term infrastructure strategy, influence corporate planning, and ensure that services delivered today are sustainable for generations to come.

If you are ready to lead at a strategic level while staying connected to operational excellence, we encourage you to apply.

Applicants must be prepared for skill testing.

Interested applicants are encouraged to apply by March 8, 2026 through the Careers page on our website:

<https://tre.tbe.taleo.net/tre01/ats/careers/v2/viewRequisition?org=CITYOFKA&cws=37&rid=2932>