



Job Title: Field Supervisor - Operations

Competition Number: INF-105-26	Department: Infrastructure & Operations
Posting Category: Open	Division: Parks and Open Spaces
Job Type: Full-Time	Affiliation: Managerial
Site: Parks	Location: CA-ON-Thunder Bay
Min: CAD \$92,657.73/Yr.	Max: CAD \$109,009.09/Yr.
Pay Band: 9	Number of Positions: 1
Effective Date: June 8, 2017	Supersedes Date: New
Posted Date: September 4, 2026	Post End Date: September 20, 2026

The **City of Thunder Bay** provides exceptional quality of life to those who live, work, and play in Thunder Bay – a culturally vibrant, economically diverse community with a metro population of over 120,000. Located on the north shore of Lake Superior, under the protective watch of the Sleeping Giant, Thunder Bay is rich in people and resources, and connects Northwestern Ontario to the world. We value our high quality of life and promote a clean, green, beautiful, and healthy community that provides economic opportunity, respects diversity, and provides affordable and safe neighbourhoods that are accessible to all.

The City of Thunder Bay is a place where art, culture and nature come together!

Lead in the Field. Support Safe Operations. Enhance Our Community Spaces.

At the City of Thunder Bay, **Our City Runs on People Like You.** Together, we are building a workplace where everyone belongs—where your leadership, operational expertise, and commitment to safety help maintain the parks, open spaces, and public amenities that residents enjoy every day.

Here, you will provide field leadership for parks operations, supporting crews, coordinating resources, monitoring safety and compliance, and helping ensure municipal parks and open spaces remain safe, accessible, and well-maintained. You'll be part of a workplace that values respect, fosters growth, and promotes a culture of diversity, well-being, and collaboration.

Thunder Bay offers more than a fulfilling career. With its natural beauty, affordability, and strong sense of community, it's a city where you can grow personally and professionally.

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Where Leadership Meets Community Impact

As a Field Supervisor - Operations, you'll provide hands-on leadership across some of Thunder Bay's most valued public spaces, from neighbourhood parks and to the marina, horticulture operations, trails, and open spaces throughout the city. No two days are the same as you move between field and office environments, supporting Parks operations supervisors, crews, coordinating resources, addressing operational challenges, and helping maintain the public spaces that residents and visitors enjoy year-round. This is a unique opportunity to broaden your experience across a diverse portfolio of municipal parks services while developing your leadership skills within a large and dynamic municipal environment.

How You'll Lead and Support the Team

In this role, you will provide field supervision and guidance to staff, coordinate operational activities, and support the effective delivery of parks and open space services. You will also have the following accountabilities:

- Responsible for field supervision of staff including monitoring performance, coaching/mentoring, health & safety compliance, and risk assessment.
- Prepare and prioritize work orders based on assessed risk; collaborates with section supervisors in the deployment of resources to resolve problems that pose immediate hazards in a timely manner.
- Monitor and control corporate risk and liability. Patrol and complete site reviews, act on findings, documents conditions, and maintain condition records.
- Create complex and integrated work plans and schedules to achieve operation and service objectives.
- Responsible for ensuring section compliance with all related Provincial, Federal and Corporate regulations, requirements and policies.
- Assist with investigations and response to public complaints and requests for information and meets with the public, as required.
- Utilize operations management planning systems, historical records, and other related data to forecast labour, materials and equipment, space, time, tool and other resource requirements; identify resource constraints and priorities to develop work plan and schedule adjustments on the basis of the analysis.

[Field Supervisor - Operations Job Description](#)

What You Can Count On With Us

We're proud to offer a workplace where your well-being, growth, and sense of purpose come first. As a Field Supervisor - Operations, you'll enjoy:

- A competitive salary that reflects your expertise
- A matching pension plan to help you build long-term financial security
- Comprehensive health, vision, and dental coverage, plus life insurance for peace of mind
- Generous paid vacation and holidays, with the option to purchase additional leave days when you need more time off

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- Access to a confidential Employee and Family Assistance Program (EFAP) and wellness initiatives to support your overall health
- Leadership development and tuition reimbursement programs, so you can continue to grow your skills and career
- A culture of recognition and appreciation, with staff events and programs that celebrate your contributions
- Leadership development opportunities to strengthen your supervisory and operational management skills
- The opportunity to lead and support teams responsible for maintaining valued community spaces and amenities
- A dynamic work environment that combines planning, field leadership, problem-solving, and team development
- A collaborative culture focused on safety, continuous improvement, and service excellence

What You'll Bring to the Team

Here's what will help you succeed as a Field Supervisor - Operations:

- Diploma in civil engineering, environmental resource management, public administration, business administration or a related field and three (3) years of experience in park maintenance and/or municipal infrastructure construction and/or operations; or
- Secondary school diploma along with seven (7) years of experience in park maintenance operations; and
- Minimum one (1) year of proven administrative, project management and supervisory experience, preferably in a municipal sector.
- Demonstrated knowledge and experience interpreting applicable municipal by-laws, provincial legislation and related regulations.
- Ability to think and act strategically in a public sector environment, including the ability to anticipate emerging priorities and conceptualize and implement change strategies
- Ability to understand GIS and mapping systems
- Ability to establish and maintain effective working relationships with superiors, subordinates, co-workers and the general public
- Must possess the ability to provide direction and enforce Corporate Policies with staff in a tactful and effective manner
- Must be capable of interpreting construction drawings and maintenance/operations manuals
- Must possess and maintain a valid Class "G" Ontario Driver's Licence, or equivalent
- Must meet the definition of a competent driver as defined by the Corporation

Lead Where the Work Happens - Apply Today

Ready to take the next step in your career journey? Join us at the City of Thunder Bay, where you'll help shape meaningful work, support organizational success, and contribute to an exceptional employee experience.

Apply today and start your next chapter with the City of Thunder Bay.

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General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866