Director, Transit

Department: Transit
Designated Work Location: 421 Osborne Street; On site
Position Type: Permanent, Full-time
Hours of Work: 8:30 a.m. to 4:30 p.m., Monday to Friday
Salary: $162,800.60 - $237,683.95 annually, Senior Management

Employee Group: Senior Management

Posting No.: 127539
Closing Date: November 30, 2026

Providing a wide range of services to over half of all Manitobans, The City of Winnipeg is one of the largest employers in Manitoba. We provide a comprehensive range of benefits and career opportunities to our employees. These include competitive salaries, employer-paid benefits, dental and vision care, pension plans, and maternity/parental leave programs. Additionally, we offer education, training, and staff development opportunities to ensure that our employees are equipped with the necessary skills to advance in their careers.

Our Benefits web page provides detailed information about the benefits we offer, and we encourage you to visit it for further information at City of Winnipeg Benefits. We take pride in fostering a respectful, diverse, safe, and healthy workplace where our employees can thrive and achieve their full potential.

The City is committed to attracting and retaining a diverse skilled workforce that is representative and reflective of the community we serve. Applications are encouraged from equity groups that have been and continue to be underrepresented at the City; Indigenous Peoples, Women, Racialized Peoples, Persons with Disabilities, 2SLGBTQQIA+ Peoples and Newcomers are encouraged to self-declare.

For the purpose of this recruitment, Equity may be a factor in selection. Consideration will be given to Indigenous Peoples, Newcomers, Women and Persons with Disabilities.

Requests for Reasonable Accommodation will be accepted during the hiring process.

Job Profile

The Director of Transit is responsible for the management and direction of the overall vision and mandate established for the Transit Department. This is one of ten Directors reporting to the Chief Administrative Officer. The others include the Directors of: Assets and Project Management, Planning, Property & Development,, Community Services, Customer Services and Communications, Human Resources, Innovation, Legal Services, Public Works and Water and Waste. It is within this organizational context that the Director provides in a shared role, the vision, leadership and direction for the entire Civic Administration.

The Director of Transit has specific accountability for the overall planning, design, operation, and maintenance of Winnipeg Transit which includes conventional transit, Transit Plus for those physically unable to use conventional transit, charter service, special event service, and emergency transit service. These responsibilities include management of a workforce of approximately 1700, maintenance of a transit fleet of 640 buses, 90 ancillary vehicles, as well as all transit buildings and structures, the operation of a network of 71 conventional transit routes and 12 on-request routes, 4 Transit Customer Service Centres and a network of contractor vehicles that provide service for Transit Plus.

As the Director of Transit you will:

- Provide overall direction and priority setting regarding all aspects of Winnipeg Transit, including conventional transit, Transit Plus, charter and emergency services, and ensures that all operations are undertaken consistent with Council policy and direction.
- Assume overall responsibility for identifying and prioritizing initiatives for continuously improving all aspects of the Transit operation.
- Undertake the necessary labour relations functions required to operate Winnipeg Transit.
- Provide overall direction for the development of the departmental current and capital estimates, and ensures that all operations are maintained within the approved budgets.
- Maintain the image of Winnipeg Transit as an efficient, effective, and responsive customer focused transit operation.
- Represent the department as required and maintains appropriate contacts.
- Ensure that appropriately qualified and trained staff are available to provide approved service levels.

- As part of the Citywide Senior Management Team, assist the Chief Administrative Officer in providing overall administrative direction, and acts as the Chief Administrative Officer as required.

Your education and qualifications include:

1. Successful completion of a Bachelor's Degree in Engineering, Business Administration, a transportation-related discipline or a related discipline.
2. Master's Degree in Business Administration, Public Administration, or in a related field is preferred.
3. 10 – 15 years of experience working in a senior management capacity in a operation management function.
4. Experience in managing a large group of unionized employees, preferably in the public transportation sector and/or a government environment.
5. Comprehensive leadership and management experience including strong negotiation and collaboration skills, preferably in the public sector.
6. Experience with strategic planning at a senior level, including managing complex organizational change initiatives, and determining and setting priorities based on organizational mandates and initiatives.
7. Previous success leading large-scale change initiatives, navigating complex environments and influencing desirable outcomes through positive and collaborative relationship management and continuous improvement.
8. Experience in the preparation, effective management and execution of operational and capital budgets and strategic plans.
9. Ability to make sound decisions and recommendations and express ideas clearly and concisely, both orally and in writing.
10. Ability to deal with stressful situations frequently involving media coverage in a professional and effective manner (i.e. dealing with time restraints, severity of potential consequences).
11. Ability to develop partnerships and work cooperatively with key stakeholders, including union representatives and elected officials.
12. Thorough knowledge and expertise in the development of effective mass transit strategies, and the operation and management of transportation agencies or authorities.
13. In-depth knowledge of the relevant legislation and regulations relating to Transit planning, or mass transit operation.
14. Thorough knowledge of relevant legislation and regulations relating to transportation, mass transit and city planning.

***IMPORTANT**: Applicants who have been educated outside of Canada must have education which is comparable to the minimum qualification in Canada. Applicants submitting foreign credentials require an official academic assessment report issued by a recognized Canadian assessment service https://www.canalliance.org/en/ at application.

Conditions of employment:

- The successful applicant must maintain legal eligibility to work in Canada. If the successful applicant possesses a work permit, it is their responsibility to ensure the permit remains valid.
- A Police Information Check, satisfactory to the employer will be required from the successful candidate(s), at their expense. To obtain a Police Information Check please visit www.winnipeg.ca/police
- Must have and maintain valid Manitoba Class 5 Driver's License.
- Required to provide a vehicle for transportation while on City business, subject to the terms and conditions of the City's Transportation Policy.

How to Apply

APPLY ONLINE, including all documentation listed below:

1. Current resume (**Required**).
2. Applications submitted without REQUIRED documentation will not be considered.

Your application documents must clearly indicate how you meet the qualifications of the position.

Notes

Online applications can be submitted at http://www.winnipeg.ca/hr/. For instructions on how to apply and how to attach required documents please refer to our FAQ's or contact 311.

Position Reports To: Chief Administrative Officer

Only candidates selected for interviews will be contacted.