



Director of Operations

WATERHOUSE
EXECUTIVE SEARCH

Located within the traditional land of the Anishnaabek, Haudenosaunee and Wendat—Wyandot-Wyandotte peoples, the Town of The Blue Mountains is a four-season community with stunning natural features, including the Niagara Escarpment, Beaver Valley and the Georgian Bay shoreline. Internationally recognized as a four-season tourism destination, The Blue Mountains offers a high-quality lifestyle that caters to families looking to build a solid foundation, adventurers looking to go off the beaten path and relaxation seekers taking in and experiencing the very best the area has to offer.

The Town is looking for people with a shared commitment to building a sustainable community, as well as shared values of Accountability & Transparency, Leadership, Stewardship, Respect and Collaboration.

With a combined operational and capital budget of approximately \$55M and over 170 permanent, part-time and seasonal staff, our municipality is committed to meeting the needs of our residents and business community by delivering efficient and effective services. Come gain a unique experience in the 2nd fastest-growing municipality in Canada!

Inspire our Future

Reporting to the Chief Administrative Officer, the **Director of Operations** is a key member of the Senior Management Team and the Town's Emergency Management Team. The role provides strategic leadership, operational oversight, and technical expertise across core infrastructure and public works functions, supporting informed decision-making, sustainable service delivery, and long-term asset management.

The Director is accountable for the leadership and performance of the Operations Department, including roads, bridges, stormwater management, potable water, wastewater, transportation systems, solid waste services, environmental initiatives, and municipally driven infrastructure renewal programs through the Roads & Drainage, Solid Waste and Water/Wastewater divisions. The role ensures effective planning, delivery, and maintenance of municipal infrastructure while advancing operational efficiency, continuous improvement, and alignment with the Town's strategic priorities. Core accountabilities include:

Strategic Leadership

- Providing overall leadership, management, and representation of the Operations Department, ensuring alignment with the Town's strategic priorities and operational objectives.
- Providing strategic advice, operational insight, and technical expertise to the CAO, Council, and Senior Management Team to support corporate priorities, infrastructure planning, and decision-making.

Department Leadership and Organizational Effectiveness

- Providing leadership, direction, and oversight to departmental staff, including workforce planning, performance management, training and development, and succession planning.

Infrastructure Planning, Operations, and Asset Management

- Leading the planning, design, construction, operation, and maintenance of municipal infrastructure, including roads, bridges, water, wastewater, stormwater management, and solid waste services.
- Ensuring long-term infrastructure planning, asset management, lifecycle renewal, and service level optimization aligned with corporate and community needs.

Financial Management and Operational Oversight

- Leading the preparation, review, and implementation of annual operating and capital budgets, forecasts, and funding strategies.

Stakeholder Relations and Service Delivery

- Liaising with internal departments, external agencies, utilities, contractors, and other levels of government on infrastructure and public works matters.

Legislative Compliance and Governance

- Ensure compliance with all applicable legislation, regulations, standards, and corporate policies related to municipal infrastructure and operations.

Professional Qualifications

You are a recognized leader in the field of municipal infrastructure, or public works operations with experience leading a municipal division preferably in a medium scale environment.

- **Management Experience:** Minimum of 8–10 years of progressively responsible management experience within a municipal public works, engineering, infrastructure, utilities, or related municipal environment
- **Critical Thinking:** Strong strategic planning, analytical, organizational, and decision-making skills, with sound professional judgment and business acumen.
- **Operations Management:** Demonstrated understanding of municipal operational challenges and industry trends, with the ability to anticipate risks and opportunities impacting infrastructure and service delivery. Demonstrated ability to manage multiple priorities in a complex and dynamic environment.
- **Infrastructure Operations Experience:** Demonstrated experience leading infrastructure operations, maintenance, rehabilitation, renewal, and capital project delivery programs, coupled with experience in procurement, contract administration, infrastructure planning, and project delivery.
- **People Leadership:** Proven leadership skills, including the ability to lead, coach, and develop management-level staff and foster a high-performance culture.
- **Budget Management:** Demonstrated experience managing capital and operating budgets and infrastructure portfolios.
- **Legislation:** Strong knowledge of applicable legislation, including the Municipal Act, Drainage Act, Public Utilities Act, Highway Traffic Act, Safe Drinking Water Act, Water Resources Act, and other related legislation.
- **Communication Skills:** Highly developed communication, interpersonal, and relationship-building skills, with the ability to work effectively with Council, senior leadership, staff, and external stakeholders.
- **Education/Designations:** A College Diploma or University degree in a related field; a Master's degree in a related discipline and a Professional Engineer or Certified Engineering Technologist designation are assets.

Why join the Town of The Blue Mountain

If you like scenic vistas, the outdoors, fresh air, and attainable housing then the Town of The Blue Mountain is the place to be for an unmatched quality of life, benefits include:

- **Modern Office Environment** - modern offices with no fee parking.
- **Employee Development** - staff leadership and professional development training opportunities.
- **Housing** – many opportunities for a robust lifestyle, choices range from developed urban centres, to a range of rural properties to waterfront at prices are less than less than the GTA.
- **Education** - An exceptional educational system at both the elementary and secondary levels.
- **Healthcare** – Access to an excellent community hospitals in nearby Collingwood and Meaford.
- **Outdoor Lifestyle** - Access to a range of outdoor activities. If you like exploring, boating, fishing, hiking, golf, x-country/ downhill skiing or snowmobiling, this is the place to be.
- **Compensation and Benefits** - a very competitive salary ranging from \$155,931.98 - \$182,436.05, plus a comprehensive benefits package and OMERS pension.

How to Apply

To explore this opportunity please apply via email with your resume and covering letter by October 4th, 2026 to careers@waterhousesearch.net quoting project **TBM-DO**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

We appreciate all applications, however, only those candidates invited for an interview will be acknowledged. Personal information contained in your resume is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used strictly for employment assessment purposes. The Town of the Blue Mountain is an equal opportunity employer committed to diversity in the workplace.