Director, Capital Planning and Infrastructure Delivery

Job Description

Department and Commission: Capital Planning and Infrastructure Delivery, Infrastructure and Community Services
Affiliation: Non-Union
Vacancy Type: New Position
Posting Date: November 09, 2026
Application Deadline: November 23, 2026

Salary Range: **188,758 - 238,054 CAD**

About the City of Markham

The City of Markham is consistently ranked among Canada's top municipal employers. In 2026, the City received its sixth consecutive Canada's Best Employers recognition from Forbes and Statista Inc., placing third among municipalities and 15th overall in Government Services. An award-winning municipality, Markham is recognized for its leadership in sustainability, innovative urban planning, and strong fiscal management. Serving a diverse and growing community of more than 370,000 residents, Markham combines rich heritage with a vibrant local economy and offers employees the opportunity to contribute to meaningful, impactful work that helps strengthen the community we serve.

Join us and make a lasting difference! Please apply here: https://www.markham.ca/careers by November 23, 2026.

Job Summary

Reporting to the Commissioner, Infrastructure and Community Services, the Director of Capital Planning and Infrastructure Delivery provides strategic leadership, oversight, and direction for the planning, development, design, procurement, and delivery of the municipality's capital infrastructure program. The Director is responsible for ensuring that municipal infrastructure assets are planned, funded, designed, and delivered in alignment with Council priorities, City design standards, growth forecasts, asset management objectives, legislative requirements, and long-term financial sustainability. The portfolio includes roads, bridges, sidewalks, water, wastewater and stormwater infrastructure, and other public infrastructure assets such as streetlights. This position leads multidisciplinary teams inclusive of the creation of a new Program and Project Management Office while collaborating closely with internal departments, elected officials, developers, regulatory agencies, utility providers, consultants, engineers, project managers, contractors, inspectors, technicians, and community stakeholders to successfully implement the City's capital program.

Key Duties and Responsibilities

- Provides strategic leadership for the City's capital infrastructure planning framework and oversees the development of the 10-year Capital Infrastructure Program.
- Leads infrastructure project planning initiatives and establishes investment priorities aligned with municipal strategic plans, growth management objectives, asset management principles, and climate resilience goals.

- Ensures site and construction inspections are conducted regularly so that all works adhere to statutory requirements.
- Oversee the delivery of the capital infrastructure program, including the project planning, engineering, design, procurement, construction, contract administration, and commissioning of major capital infrastructure projects and programs.
- Develops, recommends, and administers the annual and multi-year capital budgets, ensuring projects are delivered safely, efficiently, on schedule, within budget, and in accordance with approved scope and quality standards.
- Collaborates with Corporate Asset Management and Financial Services to integrate lifecycle planning, asset condition information, and service levels into capital investment decisions and the capital infrastructure program.
- Identifies, secures, and manages funding opportunities, including provincial and federal grants, and supports development charge-related infrastructure planning.
- Provides leadership to multidisciplinary teams, fostering a culture of accountability, innovation, collaboration, employee development, and continuous improvement.
- Prepares reports, business cases, and recommendations for Council, Committees, and senior leadership, and serves as a trusted advisor on infrastructure priorities and investment decisions.
- Serves as the departmental lead in coordination with other City departments to support delivery of the Capital Infrastructure Program.
- Represents the City and builds strategic relationships with York Region, regulatory agencies, utility providers, developers, consultants, contractors, and industry associations.
- Leads stakeholder and community engagement initiatives related to significant infrastructure investments and projects and provides leadership to contract dispute issues.
- Ensures compliance with applicable legislation, municipal policies, engineering standards, procurement requirements, and occupational health and safety obligations.
- Other duties as required.

Qualifications

- **Education:** University degree in Civil Engineering, Infrastructure Planning, Construction Management, or a related discipline.
- **Certifications and licences:** Professional Engineer (P.Eng.) designation required.
- **Experience:** Minimum 10 years of progressively responsible leadership experience in infrastructure planning, engineering, capital project delivery, municipal public works, or a related field, preferably within the public sector.
- Minimum 5 years of senior leadership experience managing professional, technical, and project delivery teams.

- Demonstrated experience leading large, complex capital programs and multimillion-dollar infrastructure projects.
- Experience presenting technical and strategic recommendations to Council, senior leadership, and external stakeholders.
- **Knowledge, Skills and Abilities:**
- Extensive knowledge of municipal engineering, capital planning, infrastructure delivery, project management and asset management principles.
- Strong understanding of municipal finance, capital budgeting, development charge funding, procurement, contract administration, and risk management.
- Knowledge of applicable legislation, regulatory requirements, and engineering standards.
- Experience with strategic planning, policy development, governance frameworks, and organizational change initiatives.
- Exceptional leadership, relationship management, negotiation, and stakeholder engagement skills.
- Excellent analytical, decision-making, communication, and presentation abilities.
- Proficiency with Microsoft Office / Microsoft 365 applications.
- PMP designation, Asset Management Professional (AMP) certification, and municipal experience are considered assets.

Core Behaviours

- **Service Excellence:** Builds a culture that responds efficiently and effectively to current and future customer needs.
- **Change & Innovation:** Champions innovation and change and leads the organization to innovate, improve and evolve using effective change management practices.
- **Teamwork & Relationship Building:** Develops a culture of high-performance teamwork and establishes effective relationships with key strategic stakeholders.
- **Communication**: Communicates effectively in difficult situations, under pressure and with varied audiences; develops a culture of open, respectful communication.
- **Accountable & Results Oriented:** Communicates strategic direction, ensures realistic objectives, aligns efforts and monitors progress; creates a culture that drives ethical behaviour and accountability.
- **Management & Leadership:** Creates an engaged and high-performance culture where diversity is leveraged, continuous learning is supported and future leaders are developed.

- **Strategic Thinking & Planning:** Understands and navigates effectively through complexity; addresses threats and opportunities; demonstrates a long-term outlook and helps to shape the City's strategic direction.

Core Values

At the City of Markham, our work is guided by a shared set of core values that shape how we serve our community and support one another.

- **Service Excellence:** the consistent delivery of high-quality efficient and customer-centric service that exceeds expectations.
- **Accountability:** our obligation to be responsible and accountable for our actions, decisions and performance.
- **People-Focused:** putting people first.
- **Trust:** the confidence we place in each other to act with integrity and fairness.
- **Innovation**: Investing in each other and the way we deliver our programs and services.

We are looking for candidates who bring these values to life through their actions, decisions, and leadership approach.

Conditions of Employment

As a condition of employment, you will be required to provide a satisfactory Criminal Record and Judicial Matters check

AI Disclosure

At the City of Markham, we value transparency and fairness in recruitment. While our system (ADP Workforce Now) includes AI-powered features, we do not use AI to screen, assess, or select applicants. All evaluations are conducted by people.

The City of Markham is committed to inclusive, accessible and barrier free employment practices and to creating a workplace that reflects and supports the diversity of the community we serve. Please let us know if you require accommodation and we will work with you to ensure a barrier free hiring process.

Please respect our scent free area by not wearing scented products when visiting the office.