



*... a great place to live, work & play*

One of the sunniest regions in BC's Lower Mainland, Delta embraces three unique communities - Ladner, North Delta and Tsawwassen. The City of Delta is looking for dedicated individuals to join our team and share in our commitment to lead the way in public service excellence.

## Fleet Superintendent

The City of Delta is seeking an experienced and results-driven Fleet Superintendent to lead the planning, operation, maintenance, procurement, and continuous improvement of the City's municipal fleet and equipment operations. Reporting to the Manager of Engineering Operations (or designate), the Fleet Superintendent is a key operational leader responsible for ensuring the safe, reliable, cost-effective, and sustainable delivery of fleet services that support essential municipal operations. This is a key leadership role that balances strategic fleet planning with hands-on operational oversight and employee leadership.

This position requires a strong understanding of the municipal operating environment, including unionized staff leadership, public sector procurement, fleet life cycle planning, operating and capital budgets, regulatory compliance and service delivery requirements.

### Key Responsibilities

- Plan, direct, and manage all aspects of the City's fleet and equipment services, including preventive maintenance, repairs, replacements, and lifecycle management.
- Lead, supervise, and support fleet operations staff, including mechanics, technicians, and support personnel, fostering a culture of safety, accountability, and continuous improvement.
- Develop and manage operating and capital budgets related to fleet operations; monitor expenditures and implement cost-control strategies.
- Oversee the procurement, specification, and replacement of vehicles and equipment in alignment with City standards, sustainability goals, and operational needs.
- Ensure compliance with applicable safety regulations, Commercial vehicle safety and enforcement, environmental legislation, WCB requirements, and City policies.
- Implement and maintain fleet management systems (Maximo), performance metrics, and reporting to support data-driven decision-making.
- Collaborate with internal departments to align fleet services with service delivery priorities.
- Manage contractor services and vendor relationships, including service agreements and performance monitoring.
- Support the City's goals related to greenhouse gas reduction, electrification, and sustainable fleet initiatives.
- Respond to operational issues, emergencies, and service disruptions as required.

### Qualifications & Experience

- Minimum 5–7 years of progressive experience in fleet, equipment, or maintenance operations, preferably in a municipal or public sector environment.
- Demonstrated experience leading and supervising unionized staff.
- Strong working knowledge of heavy-duty vehicles, light-duty fleet, and specialized municipal equipment.
- Experience with fleet management software, asset lifecycle planning, and maintenance systems.
- Sound knowledge of occupational health and safety regulations and environmental compliance.
- Valid Class 5 BC Driver's Licence (Class 3 preferred or willingness to obtain).

### Skills & Competencies

- Proven leadership and people management skills.
- Strong financial and analytical skills with experience managing operating and capital budgets.
- Excellent communication and interpersonal abilities.
- Ability to manage competing priorities in a fast-paced operational environment.
- Strong problem-solving and decision-making skills.

- Commitment to safety, service excellence, and continuous improvement.

The City of Delta provides a competitive salary of \$122,409 - \$145,976 (commensurate with experience) and an excellent benefits package including Municipal Pension Plan as well as an earned-days-off system. Interested applicants are requested to apply online at [www.delta.ca/employment](http://www.delta.ca/employment) by **October 6, 2026**.

At the City of Delta, we are committed to recruiting and retaining a diverse workforce that is representative of our community, providing equal opportunity and fostering an inclusive workplace where our individual differences are recognized, valued and celebrated.

We thank all applicants for their interest; only those under consideration will be contacted.

Copies of relevant professional certificates, degrees, or tickets must be submitted with your application.

Preferred candidates will be required to submit a Police Information Check.

City of Delta  
Attention: Human Resources  
4500 Clarence Taylor Crescent, Delta, BC V4K 3E2  
[www.delta.ca/employment](http://www.delta.ca/employment)

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