Job Title: Team Leader, Roads Operations

Position ID: J1126-0232

Job Type: Full Time

Closing Date: December 9, 2026

Department: Road Operations

Number Of Positions: 1

Min Salary: $57.38/Hour

Max Salary: $71.72/Hour

As one of the fastest growing cities in Alberta, the City of Airdrie is a recognized leader in building a vibrant and sustainable community through innovation.

At the City of Airdrie, incredible opportunities happen every day in a flexible work environment that is tailored to each department. Our inclusive culture and values create a workplace where we welcome aspiring, driven and creative individuals to help us accomplish our business and community goals. We are supportive of one another, and we have fun while we serve our community. We are passionate about improving the lives of our residents through care and respect; that is the foundation of our organization. At the City of Airdrie, we learn, grow and accomplish great things together. We're proud to foster a workplace culture built on dedication, teamwork, and genuine care. Our commitment to creating a positive environment is reflected in our employee feedback from the 2025 Employee Engagement Survey, with 92.8% of employees saying they enjoy their work, and 92.6% feeling equipped with the resources they need to stay safe on the job.

If you have a passion for building a better community and are ready to join the excitement, we'd love to hear from you!

The Opportunity:

The City of Airdrie is currently recruiting for the Team Leader, Roads Operations position. This key management position ensures that the City's roads and traffic management systems provide Airdrieonians with safe and reliable transportation routes.

The Team Leader, Roads Operations oversees day-to-day operations and road maintenance, including

snow and ice control, street cleaning, traffic signal maintenance, and asphalt and concrete repairs[MA1.1]. Based mostly in the office, the role involves leadership, planning, budgeting, contract management, and oversight of service delivery.
Leadership is central to this role, especially in the following areas:

Health and Safety – champions health and safety, leading staff to treat it as a core tenet of their work.
Inclusive Team Culture – develops staff and holds them accountable in an environment where employees feel valued, trusted, and empowered to contribute fully.
Decision-making – makes sound, strategic, data-driven decisions to resolve operational challenges, including during extreme-weather events[MA2.1].
Public-facing – responds to inquiries from residents, Council, and other stakeholders clearly, credibly, and professionally.
Future-facing – stays informed on emerging trends in roads operations, maintenance techniques, asset management, and traffic-management technology.

Responsibilities include:
Planning, Finance & Asset Management:
• Lead the development and administration of the department's operating and capital budgets, ensuring responsible stewardship of financial resources and alignment with organizational priorities.
• Work with the City's Asset Management team to develop and maintain long-term capital investment strategies for Roads infrastructure, drawing on asset condition data, lifecycle planning, and risk-based decision-making.
• Develop and implement short-, medium-, and long-term operational plans, identifying resource requirements and service delivery strategies to meet community and organizational expectations.
• Ensure departmental programs and services are delivered in accordance with Council policies, strategic priorities, and approved service levels.
• Respond to critical operational and severe weather events with strategic, data-driven decisions, which may require after-hours work.
• Prepare and present reports, recommendations, and technical information to Council, committees[MA3.1], senior leadership, and other stakeholders.

Leadership & Service Delivery:
• Lead and oversee a talented, multidisciplinary team of coordinators, equipment operators, technicians, seasonal staff, and contractors, including planning, scheduling, monitoring, and evaluating their work.
• Establish, implement, and continuously improve operational standards, procedures, and performance measures for roads maintenance and operations.
• Collaborate with internal departments and external partners to coordinate service delivery, optimize

resources, and achieve corporate objectives.

Projects, Contracts & Technical Oversight:
• In collaboration with the City's Procurement team, lead the preparation and administration of procurement documents, including tenders, requests for proposals (RFPs), and requests for qualifications (RFQs/RFSQs) for departmental projects.
• Participate in the evaluation of consultant and contractor RFP/RFQ submissions and oversee contract performance for road and traffic management initiatives.
• Serve as Project Manager for selected capital and operational projects, ensuring delivery within scope, budget, schedule, and quality expectations.
• Lead the development, implementation, and ongoing review of departmental bylaws, policies, and operational practices.

Stakeholders & Continuous Improvement:
• Identify, evaluate, and implement emerging technologies and innovative practices that enhance roads operations, asset management, service delivery, and traffic management.
• Review and provide technical oversight for engineering designs, studies, reports, and other deliverables related to Roads infrastructure, transportation systems, and operational programs.

You Bring:

• A minimum of 10 years of progressive experience in road maintenance and operations, preferably within a municipal or public works environment.
• At least 5 years of experience in a supervisory, management, or leadership role overseeing operational teams and service delivery.
• Certified Engineering Technologist (C.E.T.) designation, or an equivalent combination of education, training, and directly related experience.
• Valid Class 5 Driver's Licence. A Class 3 Licence with Q Endorsement is considered an asset.
• Extensive knowledge of road maintenance, rehabilitation, and construction practices, methodologies, and industry standards.
• Proven experience managing operating and capital budgets, contractor performance, procurement processes, and service delivery programs.
• Strong technical expertise in roads operations, including snow and ice control, street cleaning, roadway maintenance, and traffic control device management.
• Demonstrated success leading, mentoring, and developing high-performing teams in a dynamic operational environment.
• Sound judgment and proven ability to make strategic and time-sensitive decisions, particularly during emergencies, severe weather events, and other operational disruptions.

• Excellent interpersonal, communication, and stakeholder engagement skills, with the ability to build collaborative relationships and communicate effectively with staff, contractors, elected officials, and the public.
• Public Works Supervisor certification, Project Management Professional (PMP) designation, or other relevant technical or leadership credentials would be considered an asset.
• Occupational Health and Safety certification, training, or accreditation would be considered an asset.
• Knowledge of temporary traffic control standards, practices, and regulatory requirements would be considered an asset.
• Understanding of road safety principles, traffic calming strategies, and transportation network operations would be considered an asset.
• Familiarity with Artificial Intelligence (AI), data analytics, and emerging technologies that support asset management, operational efficiency, traffic management, and evidence-based decision-making would be considered an asset.

We Offer:

Along with a competitive compensation program and City paid health and dental premiums, this position also includes:

• Excellent health, dental, paramedical and benefits plan.
• Career development and tuition reimbursement.
• Employee discounts, gym membership, social events and health & wellness initiatives.

Continuous learning through training and development is encouraged as are flexible work arrangements, when possible. We recognize that our people work best when they feel engaged in their environment and appreciated for their efforts and our overall benefits package reflects that.

Additional Information:

The position is full time (37.5 hours per week) and a comprehensive benefits package is included.

Use of a corporate vehicle is required, and the successful applicant must have a valid class 5 Alberta Driver's License (or equivalent).

Next Steps:

Candidates are invited to apply online on our Careers Page. We only accept resumes and additional application documents through our online recruitment system. In-person applications, email or other online forms will not be considered.

If you require an accommodation during any part of the application or hiring process, please contact us at careers@airdrie.ca and we will work with you to meet your needs.

The City of Airdrie is committed to fostering a workplace culture where belonging, equity, accessibility, and diversity are deeply ingrained into all parts of the City, where employees feel they belong, are treated with respect, and where everyone can thrive and contribute to the City's success.

Postings close at 10:00 PM MT (Mountain Time) on the closing date listed in the posting. We recommend applying as soon as possible as we are not able to accept late applications.

Please review the job competition carefully and be sure to attach any specifically requested documentation in the My Documents section of your application.

Interviewing and hiring may commence prior to the posted closing date.

Thank you for your interest in the City of Airdrie.