



# **DIRECTOR, INFRASTRUCTURE & PLANNING**

**Department:** Infrastructure and Planning

**Location:** Essex, Ontario

**Position type:**

Permanent, Full Time (40 hr/week)

**Posting #:** 47-21

**Opening Date:** September 20, 2021

**Closing date:** October 6, 2021

## **Who We Are:**

The County of Essex is Canada's warmest and southernmost County, surrounded on three sides by water and blessed with unrivalled opportunities for boating, fishing, cycling, golfing and other recreational pursuits. One of Ontario's best kept secrets, the County offers an affordable mix of urban and rural living with easy access to world-class amenities and schools. Windsor is our major centre and we are located just minutes from downtown Detroit. The County offers a competitive total rewards package including generous benefits, a generous vacation schedule and a work-life balance program.

## **In A Nutshell:**

Reporting to the Chief Administrative Officer, the Director of Infrastructure and Planning will be responsible for the overall leadership of the department. Specifically, responsible for planning, engineering, construction, administration and maintenance activities required to manage the over 1,500 lane kilometers of the County road network and oversee the planning division related to jurisdictional land use planning, economic development, strategic planning and the County Official Plan.

### **Day In The Life:**

- Fulfill overarching mandate of ensuring the safety of road and facility users through appropriate Corridor Management, Maintenance Rehabilitation, Capacity Improvement, Active Transportation, and Facility Renewal Programs.
- Provide leadership and guidance to Planning Services on matters related to land use planning, economic development, strategic planning and the maintenance of the County Official Plan.
- Managing changing priorities and continuous improvement initiatives through effective strategic planning, communications, negotiation and developed technical expertise.
- Effective and efficient operation of the Infrastructure and Planning department, ensuring the highest level of quality and commitment from staff and consultants, while meeting the mandates established by the CAO, Senior Leadership Team, County Council, and Federal and Provincial governments.
- Protect the significant value of County assets and expand the capacity of its network and planning jurisdictional responsibilities.

### **What We Are Looking For:**

- University degree in a related field such as Planning, Engineering or equivalent;
- A professional planning or engineering designation such as MCIP, RPP, P.Eng or equivalent;
- A minimum of 10 years' experience in a leadership position preferably in the municipal sector;
- A high level of competency with respect to financial management.
- Highly developed analytical, problem-solving, and interpersonal skills.
- Finely tuned communication skills, both written and verbal, especially in the area of translating highly complex conceptual technical planning into day-to-day language.
- Proven stakeholder / relationship management skills, including the ability to establish rapport as well as develop and sustain strong working relationships with diverse stakeholders, and manage conflict effectively.
- Strong listening skills with demonstrated influencing and persuasion skills.
- Effective change management and conflict resolution skills.

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- Strong people management and leadership skills, ideally with experience managing managers. Experience in a multi-union environment an asset.
- Demonstrated team-building and development skills, with a demonstrated ability to build cohesive teams focused on evolving business outcomes and on developing leaders.
- Proven ability to develop strategic solutions;

### **What We Are Offering:**

A competitive annual salary range of \$139,299 - \$171,023 (under review) is just the beginning. The benefit package is second to none and the defined benefit plan of Ontario Municipal Employees Retirement System (O.M.E.R.S) is a pension system sought by many. Balancing your work and personal life is part of the County culture, and is supported by flexible working options and a generous vacation schedule.

### **Note:**

The County of Essex has implemented a Covid-19 Mandatory Vaccination Policy as a critical and necessary step to ensure a safe and healthy workplace and a safe and healthy community. As a condition of employment, all potential new hires will be required to provide proof of compliance with the Policy upon acceptance of an offer of employment.

### **Application Process:**

Qualified applicants are invited to apply online at the [Career Opportunities](#) section of our website at [www.countyofessex.ca](http://www.countyofessex.ca) by the posting deadline. Due to the volume of applicants, only selected applicants will be contacted.

The County of Essex, embraces diversity and inclusion in our workforce and workplace. We are committed to building inclusive teams and an equitable environment for people to be themselves. We encourage applications from all qualified candidates and will

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accommodate needs under human rights legislation throughout all stages of the recruitment and selection process. Please let us know of any accommodations through [hr@countyofessex.ca](mailto:hr@countyofessex.ca). Information received relating to accommodation will be addressed confidentially. This information can be made available in alternate formats upon request.

Personal information is collected in accordance with the Municipal Freedom of Information and Protection of Privacy Act and will be used for the purpose of this employment opportunity only.