



Engineering Project Manager

Permanent Full-Time (1 Vacancy) & Temporary Full-Time (1 Vacancy)

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📍 Barrie, Ontario

Posting Number: PN-26-06

Job Type: Permanent Full-time (1 Vacancy) & Temporary Full-time, Up to 18 Months (1 Vacancy), Non-Union

Salary Range: \$97,008.84 to \$129,978.16 per year

Posted: Monday, January 26, 2026

Application Deadline: Monday, February 16, 2026 at 11:59 pm

The Opportunity

The Infrastructure Department is comprised of five Branches, including three Design and Construction Branches, the Wastewater Operations Branch, and the Water Operations Branch. Key responsibilities include the operation and maintenance of the City's environmental infrastructure and systems including water supply, treatment, and distribution; wastewater collection and treatment; and the design and construction of the City's infrastructure including treatment plants, pump stations, roads, sewers, watermain, sidewalks, stormwater management ponds, water towers and reservoirs, etc.

Under the general guidance and direction of the Branch Manager, the Engineering Project Manager is responsible for undertaking, directing, and administering capital and operating projects for the City of Barrie's municipal infrastructure. Specifically, this position manages the design, utility coordination, approvals, tendering and administration of assigned capital and operating projects for a unit within the Design Branch of the Infrastructure Department. Additionally, this position assists in the planning of capital and operating projects for expansions and improvements to the City's infrastructure and provides technical advice and guidance with respect to the impact of development on municipal networks. This position also oversees the supervision of an individual or team of design staff or construction engineering inspectors. Overall, this position plays an integral role in supervising assigned projects to ensure projects are delivered on scope, on schedule, and within budget in accordance with City standards, and to enable the City to continue to deliver the services that it provides, maintain community sustainability, and to provide a high quality of life for the citizens and visitors of the City of Barrie.

Our Culture and Qualifications of the Job

Corporate Culture: Your workplace values align with our corporate values of **Strive, Share and Care** and you want to join us in providing exceptional services and programs to build a prosperous, growing and sustainable community.

Equally important to what we do is *how* we do it - your actions reflect our core accountabilities of ***Personal Awareness, Teamwork and Collaboration, Respect and Inclusion, Innovation, and Service Excellence***, which define how we work together to succeed.

Education (degree/diploma/certifications)

- Three (3) year College Diploma in Civil Engineering or related and eight (8) years of related work experience;
OR Four (4) year University Degree in Civil Engineering or related and six (6) years of related work experience

- Completion of Certified Engineering Technologist (C.E.T.) Designation from the Ontario Association of Certified Engineering Technicians and Technologists (OACETT)
- Eligibility for and willingness to obtain Professional Engineer (P. Eng) Licence from the Professional Engineers of Ontario (PEO)

Don't meet the credentials as outlined but have years of directly related experience? Please see the City's **Education Equivalency Policy** to determine if you may qualify for equivalency. Further information is available at www.barrie.ca/government-news/jobs

- Position Equivalency Code: D

Experience

- Six (6) years of experience performing duties related to the major responsibilities of the position, including demonstrated leadership/supervisory experience
- Demonstrated experience in municipal infrastructure design, contract administration and inspection in a management capacity, preferably in an urban renewal and growth environment, and including supervisory experience in a unionized environment
- Demonstrated experience in delivering large capital projects with cost and schedule certainty, risk management, effective communications plans, and project planning

Knowledge/Skill/Ability

- General knowledge of the following legislation, regulations, or requirements: Drainage Act, Environmental Assessment Act, Fisheries Act, Highway Traffic Act, Local Improvement Act, Municipal Act, Occupational Health and Safety Act, Ontario Safe Drinking Water Act, Ontario Clean Water Act, Ontario Water Resources Act, Public Service Works on Highways Act, Lake Simcoe Protection Act
- Working knowledge of engineering design and construction standards and principles related to municipal infrastructure
- Demonstrated ability to:
 - align projects and services with section, branch, departmental, divisional, and corporate goals, objectives and initiatives
 - set priorities, meet deadlines, and manage work demands
 - select and apply suitable mathematical methods or formulas to conduct statistical analysis to develop conclusions or solve problems
 - receive, manage, and resolve complaints, disputes, and conflicts in a diplomatic and professional manner
 - perform in a manner which is consistent with corporate goals, vision, mission, and values
 - monitor short-term goals of the unit and adapt processes to ensure long-term section, branch, departmental, divisional, and corporate goals and objectives are achieved
 - make sound decisions and resolve complex construction issues under tight timelines and high stress situations
 - maintain a high standard of public relations at all times
 - lead, coach, mentor, and support staff
 - lead staff in achieving objectives and encourages others to work in manner that will meet or exceed the desired objectives or results
 - lead and inspire innovation and the adoption of best practices
 - interpret and apply policies and procedures and use reason and judgment to develop recommendations or solutions to problems
 - interpret and analyze data and information; identify challenges or opportunities; and make recommendations
 - interact effectively and courteously with all levels of staff and contacts in a political and community/client service environment
 - identify problems; develop and evaluate options; and implement solutions utilizing reason, judgment, and prescribed resources
 - exercise discretion and judgment when handling confidential, sensitive, or controversial information
 - exercise discretion and judgment in order to make sound decisions under tight timelines/deadlines or while managing multiple project or conflicting priorities

- develop, promote, and maintain effective relationships with internal and external stakeholders
- conduct research, prepare reports, and deliver presentations
- build cohesive and motivated teams
- think and act strategically in a political and community service environment
- work collaboratively in a group setting to achieve a desired objective, goal, or outcome
- Intermediate skills include: Active Listening; Analytical; Interpersonal; Leadership; Multitasking; Negotiation; Organizational; Presentation; Prioritization; Problem Solving; Project Management; Report-writing; Supervisory; Time Management; Verbal Communication; Written Communication
- Intermediate computer literacy using Microsoft Office Suite (Excel, Outlook and Word)
- Availability to attend evening/weekend meetings or to work outside of designated normal hours per week

Conditions of Employment

- Valid Ontario Class “G” Driver’s Licence in good standing with a reliable vehicle for use on corporate business
- Satisfactory Criminal Record Check*

*Please note that this is a requirement for any new employees to the City of Barrie in accordance with the **Police Record Check Policy**. Existing employees who have met this criteria will be exempt from this requirement.

Other Important Information

Location: City Hall, 70 Collier Street, Barrie, Ontario*

*Please note that the City has a **Hybrid Work Program Policy** in place that may allow for a hybrid work arrangement of up to one (1) remote day per week for employees who meet eligibility requirements.

Hours: The normal hours of work are 35 hours per week; however, some non-standard hours may apply

Wage: This a permanent full-time non-union position with the following pay level and pay range:

- Pay Level: Level 13
- Yearly Salary: \$97,008.84 to \$129,978.16
- Hourly Pay Rate: \$53.30 to \$71.42

What We Offer:

- **Permanent Full-time:** includes a comprehensive non-union benefit plan, including but not limited to extended health and dental coverage, life and accident insurance, paid vacation and sick days, short/long term disability plans, OMERS Primary pension plan, access to the Employee and Family Assistance Program (EFAP), discounted rates for City Fitness Memberships and Transit Passes, and access to the Perkopolis Perks program, which provides exclusive access to discounts on a wide range of products and services available to all City employees.
- **Temporary Full-time (Up to 18 Months):** includes extended health and dental benefits, optional enrollment in the OMERS Primary pension plan, prorated paid sick time based on the expected duration of employment, and prorated vacation time based on calendar year and in accordance with the Employment Standards Act, access to the Employee and Family Assistance Program (EFAP), discounted rates for City Fitness Memberships and Transit Passes, and access to the Perkopolis Perks program, which provides exclusive access to discounts on a wide range of products and services available to all City employees.

How to Apply: Click the ‘**Apply Now**’ button at the top and/or bottom of the job posting to start the application process. Please note that emailed applications will not be considered.

Why Barrie?

The City of Barrie is a vibrant, progressive, and growing community with deep connections to our heritage, to nature and to the opportunities surrounding us.

Our community values quality of life; the ability to play year-round with 300 hectares of park space, our beautiful waterfront, our lively downtown core and the nearby hills, wetlands, and forests. We also value connections; to our neighbours and the community, to our road and rail network, and to the opportunity Barrie provides to enjoy life.

Everything Barrie has to offer, from the water we drink to the roads we travel on, has one thing in common - municipal workers. Joining a municipality is one of the most rewarding, engaging, and exciting careers you could choose. It is a career you can take pride in knowing that every day you make a positive impact on an entire community. We are one team, with one goal and we all work together to continue making our community great.



The City of Barrie is an equal opportunity employer, dedicated to creating a workplace culture of inclusiveness and welcomes applications from qualified individuals of diverse backgrounds. We are committed to providing barrier-free and accessible employment practices and we will accommodate the needs of applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process. If contacted for an employment opportunity, please advise if you require Code-protected accommodation and we will work with you to meet your needs.

The job posting has been designed to indicate the general nature and essential duties and responsibilities of work performed by employees within this position. It may not contain a comprehensive inventory of all duties and responsibilities required of employees to do this job. For full position details, please request a copy of the job description by emailing HR.Recruitment@Barrie.ca.

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