



## **EMPLOYMENT OPPORTUNITY**

### **Deputy County Engineer (Permanent, Full-time)**

#### **About Middlesex County**

Middlesex County is a vibrant upper-tier municipality located in Southwestern Ontario. We offer a thriving business climate, easy access to transportation routes, and quality of life. Middlesex County offers residents easy commutes, safe communities, a diverse economy, exceptional healthcare facilities, affordable housing, an array of educational opportunities and bountiful recreation and cultural choices in a picturesque setting. The County's administration headquarters are located in London, but Middlesex County is comprised of unique villages, towns and rural communities that have great attractions for residents and tourists.

At Middlesex County, you will have a chance to make an impact in your everyday work and build lasting relationships in the communities in which we live and serve. We offer a culture that values inclusion, diversity of thought, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations. Join our team and build a rewarding career in a progressive workplace that fosters innovation and leadership.

#### **Position Overview**

Reporting to the County Engineer, the Deputy County Engineer serves as a senior operational and organizational leader responsible for supporting the continued evolution, performance, and long-term sustainability of Middlesex County Transportation Services.

The Deputy County Engineer provides strategic leadership in transportation infrastructure, operational planning, workforce development, asset management, and service delivery while supporting ongoing enhancement of service area systems, operational practices, processes, and service delivery approaches.

The role plays a key leadership function in supporting a progressive and high-performing Transportation Services team through implementation of standardized policies, written procedures, technology-enabled workflows, performance measurement systems, and evidence-based decision-making practices.

In addition to technical engineering responsibilities, the Deputy County Engineer provides leadership and mentorship to staff, supports organizational initiatives, promotes innovation and continuous improvement, and acts as a strategic partner in advancing service area and corporate priorities.

The Deputy County Engineer is expected to act not only as a technical engineering resource but as a visible organizational leader who contributes to the continued development of a progressive, adaptive, and future-focused Transportation Services.

## **Qualifications**

### **Education & Experience**

- University degree in Civil Engineering or related engineering discipline.
- Current registration as a Professional Engineer (P.Eng.) in Ontario and in good standing with Professional Engineers Ontario.
- Minimum seven to ten years of progressively responsible experience in municipal transportation or infrastructure engineering.
- Demonstrated leadership experience within municipal, transportation, infrastructure, or public works environments.
- Experience leading multidisciplinary teams, projects, consultants, contractors, and organizational initiatives.
- Demonstrated experience leading organizational initiatives, service enhancements, operational improvements, or change management activities.
- Experience developing written policies, procedures, governance frameworks, and operational standards.
- Experience with asset management, capital planning, lifecycle analysis, budgeting, and long-term infrastructure planning.
- Experience implementing technology systems, GIS tools, workflow enhancement initiatives, asset management software, or business process improvements is strongly preferred.
- Experience with municipal procurement, contract administration, and public-sector project delivery.
- Project Management Professional designation, leadership training, Lean certification, supervisory training, or related education would be considered an asset.
- Valid Ontario Class G driver's license with a clean driver's abstract and access to reliable transportation.

### **Knowledge, Skills and Abilities**

- Strong leadership and people management abilities.
- Strong emotional intelligence and demonstrated ability to build trust and lead change.
- Excellent communication, presentation, and relationship management skills.
- Ability to influence, coach, mentor, and support organizational growth.
- Strong strategic thinking and organizational planning abilities.
- Effective analytical, problem-solving, and decision-making skills.

- Strong understanding of municipal infrastructure operations and transportation systems.
- Strong understanding of asset management principles and performance measurement.
- Commitment to accountability, integrity, continuous improvement, and respectful leadership.
- Ability to balance operational realities with long-term strategic priorities.
- Strong political acuity and ability to work effectively within a municipal environment.

Additional details and a full job description are available at [www.middlesex.ca](http://www.middlesex.ca).

### **What We Offer**

- Competitive compensation:  
Non-Union Group – Band 11  
The pay rate for this position is \$78.78 to \$92.16 per hour (\$143,380 to \$167,731 salary) for 35 hours per week
- Participation in the OMERS (Ontario Municipal Employees Retirement System) pension plan
- Employee and Family Assistance Program
- Flexible work opportunities

### **How to Apply**

If you are interested in this opportunity, please submit your **cover letter and resume** by email to [hr@middlesex.ca](mailto:hr@middlesex.ca) by **4:30 p.m. on June 18, 2026**.

We welcome all interested candidates to apply. If you do not meet every qualification in the job description but your skills and experience align well with the role, we encourage you to consider applying. You may be the right candidate we are looking for with this role or other roles at Middlesex County.

***Existing Vacancy:*** we are currently hiring a candidate for an existing vacancy.

***Artificial Intelligence:*** we do not use AI to screen, assess, or select candidates.

### **Accommodations**

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

### **Additional Information**

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the *Municipal Freedom of Information and Protection of Privacy Act* and will be used for candidate selection purposes only.