

Cochrane Alberta is located in the breathtaking Bow Valley corridor in the foothills of the Rocky Mountains in southern Alberta. With a population of over 37,000 people, and growing steadily every year, Cochrane is a thriving town, surrounded by world-famous ranch country. Our western heritage is reflected in the Town's architecture and our friendly people. The Town of Cochrane welcomes innovative and skilled individuals to join our team of over 250 employees.

Cochrane is at the threshold of a transformative journey, marked by significant growth in both our team and our organizational maturity. As we expand to 300+ professionals, we are seeking an accomplished Director, Engineering Services to guide us into our next phase of development.

The Director, Engineering Services, is a strategic leader responsible for overseeing our engineering functions and driving excellence in project delivery. This role requires an individual with a robust engineering background, exceptional leadership skills, and a visionary mindset.

We're growing, not just in numbers, although we are up to nearly 300 staff members, but in sophistication and organizational maturity. This moment in our evolution calls for a top-notch professional engineer who's looking to make a significant positive impact in our organization and what it feels like to be part of Team-Cochrane. If after reading this post, you find yourself thinking "where has this role been all my career?!", or "I have been preparing for this very moment" then we thank you for your time and consideration; we look forward to connecting with you and learning all about your thoughts on trail blazing with Cochrane!

So, find yourself a comfortable spot and imagine yourself in this role.

In my role as Director, Engineering Services, I will...

- Provide strategic leadership and direction to the Engineering Services team, fostering a culture of innovation and operational excellence.
- Oversee the planning, design, and execution of a diverse portfolio of engineering projects, ensuring they meet quality, budget, and schedule requirements.
- Collaborate with senior management and cross-functional teams to align engineering initiatives with organizational goals.
- Develop and implement engineering best practices, processes, and standards to enhance efficiency and effectiveness.

- Ensure compliance with industry regulations and standards and lead continuous improvement initiatives.
- Represent the organization in technical discussions and presentations to stakeholders, clients, and regulatory bodies.

This role is for me because I am...

- A compassionate, strategic, and succinct decision-maker with a bias-to-action.
- A leader whose values authentically guide my behaviours and actions.
- Comfortable taking calculated risks to foster innovation and growth.
- Able to leverage strategic insight to turn big-picture goals into practical, game-changing initiatives.
- Self-aware, relational, and direct in my leadership approach.
- Confident that my vision, personality, and skills will contribute to Cochrane's remarkable growth.
- Bringing over a decade of professional engineering and/or project management experience.
- Savvy leader with a high degree of collaboration, innovation, and creativity arising from experience as a senior level manager.
- Hold or progressing toward Professional Engineer status in good standing with APEGA supplemented by a post secondary degree of Applied Science in Civil Engineering OR a CET with significant experience in infrastructure project management.
- Certain in my ability effectively communicate detailed key messages and requests across diverse systems and people.
- Excited about working most days on-site at Cochrane's administration offices.

I understand the compensation being offered for this role includes...

- The opportunity to meaningfully contribute to the development of one of Canada's most exciting modern cities.
- Holding a leadership role on a team that prioritizes community, culture, people, and relationships.
- Personalized professional development opportunities.
- A comprehensive health and dental benefits package, generous vacation, and pension.
- A competitive full-time salary in the public sector starting at \$155 719

Next steps

So, how does this senior leadership role with Cochrane seem to align with your personal vision, abilities, and goals? If you are picking up what we are putting down, we would love to see you apply before August 3, 2026 9pm MST at www.cochrane.ca

Pay Type - Salary**Hiring Rate - 155,719 CAD**

We thank all applicants for their interest, however only those selected for an interview will be contacted. All applicants must be legally entitled to live and work in Canada.

Land Acknowledgement

In the spirit of reconciliation, we acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.