



Director, Climate Change, Environment & Waste Management

Reporting to the Deputy City Manager, Environment and Infrastructure, the Director, Climate Change, Environment and Waste Management is responsible for many important services including leading and/or collaborating on the corporate and community response to climate change, transportation demand management and watershed protection. The Director is also responsible for waste management, including waste collection and landfilling, waste diversion through programs like the Blue Box, EnviroDepots, Hazardous and Special Products, the Green Bin program, and the long-term resource recovery plan as part of the circular economy.

Collaborative and focused on emerging technologies and trends, the Director provides leadership and direction to the management team, guiding business process improvements, upholding customer service standards, focusing on community and business outreach, and driving the modernization of existing practices. The Director is an insightful and effective people leader, adept at leading the transformation of Divisional culture aligned with the Council's strategic priorities.

Skills and Abilities

- Demonstrated knowledge, experience and policy development in engineering and scientific design and operations for waste management facilities including all applicable legislation and regulations. Knowledge of regulatory and policy framework for climate action specifically as it relates to local government.
- Knowledge of and ability to comply with applicable policies, procedures, collective agreements, and related legislation (e.g., Environmental Assessment Act, Environmental Protection Act, Climate Change Mitigation and Low-Carbon Economy Act, Resource Recovery and Circular Economy Act), contract law, and regulations and guidelines.
- Demonstrated ability to co-create a vision for the Division aligned with strategic priorities, build common purpose and direction, and deliver outcomes to strengthen overall organizational performance.
- Highly developed analytical and business planning skills with a proven track record for long-term visioning and big-picture thinking.
- Demonstrated successful experience in a management role; positive and proactive leadership capabilities, adept at leading a diverse group of employees, contracted services and consultants; demonstrated commitment to developing high performance teams.

- Ability to be a trusted advisor and/or advocate in sensitive and/or emotionally charged situations.
- Demonstrated ability to inspire the people they lead through productive and honest dialogue, with personal integrity and actions.
- Ability to clearly communicate complex issues clearly to a wide and varied audience including facilitation, negotiation and conflict resolution skills; political acumen to identify and manage issues.
- Proven ability to establish purposeful relationships and work effectively with senior leaders, elected officials, representatives of other levels of government, bargaining units, management, peers, employees, business community and the general public.
- Strong financial management skills and accountability for operating and capital budgeting.
- Proven commitment to the safety of employees with knowledge of the Occupational Health and Safety Act and applicable regulations as it relates to the position.
- Ability to provide a high level of attention to detail, make sense of data and solve problems.
- Ability to understand the vital importance of internally and externally focused service delivery and develop and implement initiatives that support customers in a timely and effective way.
- Computer literacy in Microsoft Office, and related software and database applications, including Customer Relation Management (CRM) software, JD Edwards, Kronos, and asset management systems.
- Demonstrated successful experience in leading continuous improvement and change management initiatives and projects that shape culture and enhance service delivery.
- Ability to travel to various locations.

Qualifications

- An Honours degree in Engineering, Environmental Science or a comparable field, with a Master's degree a preferable qualification. Registration as a P.Eng. with the Professional Engineers of Ontario is an asset.
- Ten years of progressively responsible experience managing and delivering waste management services including a similar number of years focusing on projects and programs that reduce greenhouse gas generation as part of action on climate change. Several years of progressively responsible experience supervising staff.

Compensation & Other Information

\$148,687 - \$195,760

This posting is for 1 permanent, full-time position.

Current hours of Work: Monday - Friday from 8:30 a.m. to 4:30 p.m.

Work Arrangement: On Site.

These hours of work and work arrangements are subject to change in accordance with business requirements.

How to Apply:

For a complete job description and to apply on-line, please visit the City of London website at www.london.ca/mycareer

Closing Date for Applications: Friday July 4, 2025.

As an inclusive employer, we are committed to providing a fully accessible recruitment process. Please contact us at any time during the recruitment process and let us know what accessible supports you may need.