

## Job Title: Division Manager, Stormwater Engineering

<b>File Number:</b>	2804	<b>Employee Group:</b>	Mgmt Non Union
<b>Service Area:</b>	Environment and Infrastructure	<b>Division:</b>	Water, Wastewater and Stormwater
<b>Job Type:</b>	Full-Time Permanent	<b># of Openings:</b>	1

### Summary of Duties:

Reporting to the Director, Water, Wastewater & Stormwater, the Division Manager, Stormwater Engineering provides leadership within the Division, including defining priorities and programs to effectively manage the conveyance and treatment of stormwater, while ensuring the protection of property, and sustainability of the natural environment and its relationship with all aspects of water resources. This role generally involves promoting effective collaborative relationships with partners; providing engineering and technical expertise across the Corporation; implementing relevant aspects of the City of London's strategic plan and fostering a culture of innovation, engagement, collaboration and respect, all in partnership with other Division Managers across all related City Divisions.

### Work Performed:

- Plans, organizes, directs and controls functions of the Stormwater Engineering Division. Contributes to strategic planning for the Division and Service area. Creates a culture of continuous improvement through promotion of innovative solutions or approaches.
- Manages all human resources aspects of the section: assess staffing and divisional service delivery requirements; coaches assigned personnel with responsibility for employee development, training, performance management; addresses conduct matters; engages in productive labour relations activities; and participates in recruitment processes.
- Actively leads and develops a positive and inclusive workforce, ensuring effective collaboration, high standards of work quality, organizational performance, and employee development.
- Ensures that Division employees perform work in accordance with applicable Provincial and Federal legislation, and all City of London Corporate and Divisional policies and procedures. Promotes a culture of health and safety in the Division.
- Develops, coordinates and administers operating and capital budgets for the work related to the Division's operations; oversees capital programs related to major construction of water resources and the storm/drainage system, as well as stormwater management facilities, remediation/reclamation of tributaries and open watercourses and rehabilitation projects.
- Supports Hydrogeological reviews for development and capital projects; manages contaminated site files.
- Liaises, coordinates and provides guidance to the development industry regarding stormwater management in compliance with City's standards.
- Oversees and leads major studies related to stormwater resources (environmental assessments, development charges background studies, Climate Change Adaption Strategy related to water resources, water quality monitoring).
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- Leads the Low Impact Development Strategy to meet provincial and municipal policies related to water balance, source water protection, all in consideration of local hydrogeological conditions and natural heritage features and functions.
- Liaises and develops an approach to watershed management in partnership with the Upper Thames River Conservation Authority (UTRCA). Liaises with provincial and federal agencies including the Ministry of Environment, Conservation and Parks, Ministry of Natural Resources and Forestry, and Department of Fisheries and Oceans.
- Serves as the City of London Signing Authority for Ministry of Environment, Conservation and Parks Transfer of Review program for storm/drainage and stormwater management facilities.
- Oversees negotiations regarding contract disputes, and in conjunction with Legal Services, represents the Corporation in legal claims and litigation arising from construction or professional services contracts.
- Represents the City at intergovernmental agency committees including liaison with the public, other Service Areas, advisory committees, consultants, developers, other government agencies on matters relating to stormwater engineering.
- Maintains and encourages effective working relationships to manage political sensitivity and diplomacy with clients.
- Responds to, provides advice and resolves inquiries from staff, management, Councillors, customer service requests, external agencies and the general public as required.
- Oversees the development and approval of technical specifications; reviews and recommends capital programs; approves tenders/quotations/proposals related to capital programs.
- Provides advice and senior level consultation to various Service Areas including but not limited to, Finance, Planning, Realty Services, Legal, and Development & Compliance.
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- Reviews and recommends revisions to policies and by-laws pertaining to the Division's mandate.
- Directs the preparation of reports, makes recommendations, acts as a source of design expertise, and attends various Committees of Council, divisional and interdepartmental design reviews.
- Provides Service Area-wide advice as a subject matter expert in the Municipal Class Environmental Assessment process.
- Leads the service area response on contentious stormwater management and contaminated site issues.
- Provides Division related information to requests through the Freedom of Information and Protection of Privacy Act (MFIPPA).
- Directs and oversees engineering consultant performance during all phases of project administration relating to inspections, system improvement studies and capital project initiatives.
- Represents Environmental and Engineering Services as required during emergency training exercises and during emergency activation of the Emergency Operations Centre.
- Acts as Co-Municipal Flood Coordinator, responsible for managing significant river and flash flooding events as required.
- Provides media support through television and radio interviews.
- Ensures adherence with all federal, provincial, and municipal regulations and bylaws.

- Performs related duties as assigned.

**Skills and Abilities:**

- Demonstrated achievement in successfully delivering multi-faceted, large-scale infrastructure projects with active adherence to budgets and timelines, demonstrated excellence in engineering and action/outcome orientation.
- Demonstrated effective leadership and human relations skills in order to direct, develop, motivate, and support personnel and hold personnel accountable to goals and objectives.
- Outstanding interpersonal, written, communication, leadership and presentation skills.
- Excellent problem solving, political acuity, negotiation and conflict resolution skills.
- Ability to work independently, combined with well-developed organization and time management skills and the ability to deal effectively with tact, courtesy, discretion and diplomacy with all levels of staff and the public.
- Demonstrated perseverance and resilience in addressing challenges and emergent issues.
- Thorough knowledge and compliance of all Federal, Provincial, and Municipal regulations and standard related to the areas of responsibility including but not limited to the following: Ontario Environmental Protection Act; Ontario Water Resources Act; Environmental Assessment Act; Conservation Authorities Act; Species at Risk Act; Fisheries Act; Drainage Act; City of London policies and by-laws.
- Demonstrated knowledge of the Health and Safety Act and applicable regulations as it relates to the position.

**Qualifications:**

- Completion of an undergraduate university degree in Civil/Environmental or Water Resources Engineering or an equivalent.
- Licensed with the Professional Engineers of Ontario as a Registered Professional Engineer, (P.Eng.).
- Ten (10) to fifteen (15) years of experience in municipal engineering with emphasis on stormwater and storm sewer engineering and management, construction management, conflict resolution, public engagement, and asset management.
- Demonstrated successful experience in a leadership role supervising employees, preferably in a municipal environment.
- Project Management Certification or Diploma in Public Administration is an asset.

**Compensation & Other Information:**

\$130,451 - \$171,411

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: Onsite. Subject to change in accordance with business requirements.

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

**Police Record Check**

The successful candidate will be required to complete a Criminal Record Check.