



## **Manager, Engineering**

Non-Union

**Job Status:** Permanent Full-Time

**Union:** Non-Union

**Number of Positions:** 1

**Hours of Work:** 35

**Location:** Civic Centre

**Closing Date:** January 14, 2026, 11:59pm EST. Applications received after this deadline will not be accepted.

The Municipality of Chatham-Kent has an opening for a permanent full-time Manager, Engineering in the Engineering Services division.

### **The Community of Chatham-Kent**

Join the Municipality of Chatham-Kent—world renowned for friendly people, spectacular outdoor water recreation and also known as the “Classic Car Capital of Canada”. A single tier municipality, Chatham-Kent is located between Lake Erie and Lake St. Clair, and covers a large geographical area of 2,500 sq. km and boasts a storied past as a car manufacturing powerhouse. Each community in Chatham-Kent has its own unique character and history, and all enjoy the safe and affordable lifestyle that makes the region popular. Chatham-Kent has become a sought-after place for relocation and as such, our population has steadily been increasing and diversifying. Lead by a team of experienced, professional, and passionate leaders, CK is becoming one of the most desired teams to join.

### **Job description**

The Manager, Engineering is responsible for the managerial oversight of the Municipality’s infrastructure development and rehabilitation, including linear at-grade and underground infrastructure (roads, bridges & culverts, storm & sanitary sewers, watermains, municipal parking lots, sidewalks, drainage, traffic, transit and other infrastructure improvements related to engineering and transportation). The Manager is responsible for the performance of their team in the delivery of project management of maintenance and capital infrastructure rehabilitation/reconstruction and new construction. In addition, the Manager will assist other divisions and departments as required in engineering and project management areas. The position may also provide support in the administration and management of the engineering/infrastructure components of planning act approvals including subdivisions and site plans, servicing standards, and development agreements. The Manager will also assist with the Municipality’s Asset Management Plan for assets in the Infrastructure & Engineering Services Department.

### **Essential responsibilities**

- Demonstrate Chatham-Kent’s core values and competencies.
- Oversee the team’s delivery of civil engineering projects including, roads, bridges & culverts, storm & sanitary sewers, watermains, municipal parking lots, sidewalks, drainage, traffic, transit and other infrastructure improvements.
- Oversee the efficient and effective performance of the Engineering linear infrastructure team, including development of annual workplans, coordination of daily team functions and activities, supervision of personnel and associated development of policies and procedures to support team performance.
- Directs staff and engineering consulting teams in the preparation of environmental assessment and other studies, for roads, bridges & culverts, storm & sanitary sewers, watermains, municipal parking lots, sidewalks, drainage, traffic, transit and other infrastructure improvements.
- Oversee the review of submissions through Chatham-Kent's Technical Advisory Committee.
- Liaise with Developers and their consultants during design and construction of subdivision developments.
- Lead team in providing project management and consultant oversight for roads, bridges & culverts, storm & sanitary

sewers, watermains, municipal parking lots, sidewalks, drainage, traffic, transit and other infrastructure improvements.

- Oversee the preparation of schedules for replacements, capital improvements, and expansions in relation to master plans, infrastructure studies, and Municipal Class EA's.
- Monitor trends, emerging issues and best management practices within the engineering fields in order to ensure the division and organization is progressing in the appropriate direction.
- Update current policies and standards to align them with the latest best management practices in the engineering field.
- Implement and utilize asset ratings and condition assessments to develop multi-year asset replacement strategies based on available budgets and funding for all right of way and associated municipal infrastructure (linear) assets.
- Responsible for management and leadership of staff including the balance of workload/portfolios, performance planning/reviews, coaching & mentoring, health & safety and participating in the recruitment process to meet the needs of the division.
- Ensure that business unit activities are performed in accordance with Municipal policies and by-laws, Council directives, and federal and provincial regulations, and develop and update policies and procedures and By-Laws for Chatham-Kent Engineering Division accordingly.
- Oversee the development of contracts and agreements.
- Administer capital budgets for various infrastructure projects through a team of project managers.
- Oversee the team's technical designs and processes and make design decisions in keeping with accepted standards and Provincial and Municipal policies and guidelines.
- Prepare reports and present to Chatham-Kent Council, Senior Management and the Executive Management Team.
- Coordinate with utility companies for municipal infrastructure projects, new developments and provide support to ensure municipal standards are being adhered to.
- Coordinate budgets, strategic priorities, and the management of linear infrastructure assets/construction projects with Chatham-Kent Public Utilities Commission (PUC).
- Chair public meetings for potential infrastructure changes and improvements.
- Review the long-term needs of the business unit on a continual basis, make recommendations for improvements to the operations and/or to meet new regulatory requirements or changes.
- Assist the Director of Engineering in supporting related Asset Management Programs for the Infrastructure & Engineering Services Department.
- Provide support and coordinate with other internal departments, developers, public and agencies regarding engineering issues.
- Liaise with general public to review proposed projects.
- Liaise with various levels of government and regulatory agencies, including grant applications, to support the planning and construction of new and existing municipal infrastructure.
- Promote public awareness of engineering initiatives and issues through the preparation of presentations, council reports and media releases.
- Respond to public and council requests/complaints regarding the efficiency/adequacy of the existing Municipal infrastructure and ongoing construction projects.
- Participation in outside organizations through memberships in engineering associations and organizations.
- Strong computer skills including Microsoft Word, Excel, PowerPoint, email and internet (or other similar software programs).

#### **Essential qualifications**

- A minimum bachelor's degree in Engineering (preferably Civil Engineering) (with a P.Eng. designation).
- Six (6) to ten (10) years related experience, preferably in a public sector environment, with experience in a supervisory role.
- Progressive experience in the planning and design of municipal infrastructure and facilities including but not limited to roads, bridges, sidewalks, storm and sanitary sewer collection systems, traffic signals, traffic management, transit management, etc.

- Demonstrated knowledge of urban planning processes relevant to the engineering, municipal servicing and infrastructure requirements of land development, including Province of Ontario statutes, regulations and guidelines such as the Planning and Municipal Acts along with ministry approvals.
- Demonstrated knowledge of theory, principles and practices of transportation planning, design and construction and Ministry traffic policies and procedures.
- Strong supervisory experience.
- Excellent verbal and written communication skills required.
- Strong knowledge of Local Improvement Act, Ontario Building Code, Ontario Provincial Standards (OPSS), Ontario Provincial Standard Drawings (OPSD), Ontario Traffic Manual, Ontario Highway Traffic Act, Transportation Association of Canada (TAC) Manual, Canadian Highway Bridge Design Code, Ontario Ministry of Transportation (MTO) Drainage Management Manual.
- Knowledge of municipal engineering discipline standards, trends, emerging issues and applicable legislative requirements as they pertain to engineering and transportation.
- Strong computer skills and knowledge of various engineering software programs including AutoCAD, ArcGIS, gravity sewer & pressure main hydraulic modeling, structural modelling, GPS and Total Station survey equipment.
- Strong computer skills including Microsoft Word, Excel, PowerPoint, Outlook and Project.

#### **Other qualifications**

- Thorough knowledge of current issues facing local government in Ontario, and particularly as they relate to the portfolio.
- Extensive leadership experience in municipal or broader public, private or voluntary sector environments.
- Extensive senior level experience with significant scope, complexity, and diversity of operations in a public or private sector environment.
- Knowledge of human resources management, financial management, project management, and policy development.
- Working knowledge of FMW, JD Edwards, Questica or similar financial programs is an asset.

#### **Certifications, memberships, licenses**

- Professional Engineering Designation (P.Eng.) in good standing through Professional Engineers of Ontario is required.

#### **Work environment/hours of work**

- This position works both indoors and outdoors
- This position will work weekday hours, with occasional evenings and weekends, and on call after hours and on weekends

#### **Driver's licence/vehicle requirements**

Because of the responsibilities, this position requires the successful candidate to have a valid Ontario driver's licence (minimum class G); a driver's abstract will be conducted by the Municipality of Chatham-Kent. An acceptable driver's abstract will: be an original document and current (within the previous thirty (30) days); have no more than four (4) demerit points; have no more than two (2) convictions for the same offence; have no criminal code convictions; have no 'non-medical or administrative' license suspension in the preceding three (3) years. Because this position may be required to drive their own vehicle, a reliable vehicle is also required.

#### **Background check requirements**

Successful candidates will be required to complete a background check prior to commencement of employment. A background check may include the following: education/certification verification and employment reference check.

#### **Essential physical and/or safety requirements**

- Walking: frequent walking on level surface
- Sitting: frequent sitting in chair
- Standing: frequent standing indoors and outdoors
- Lifting: frequent carrying (up to 4.55 kgs or 10 lbs) (carrying files, laptop to meetings)

- Reaching: infrequent reaching above shoulder, below shoulder, forward, backward, handling (site/project inspections)
- Hands: frequent fine finger dexterity (movement), mousing (includes handling outside engineering equipment)

**Benefits**

This permanent full-time position has an annual salary of \$127,776 to \$150,663 and will receive benefits including: participation in the OMERS pension plan (mandatory) as well as sick and vacation entitlements. Following successful completion of a 3-month waiting period, candidates will also be entitled to a comprehensive group benefits package.

**Applying for this opportunity**

Resumes must be received by **11:59pm (EST) on January 14, 2026**. To apply, please visit: [www.ckcareers.ca](http://www.ckcareers.ca).

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The Municipality of Chatham-Kent is an equal opportunity employer, committed to fair and accessible employment practices that attract and retain talented employees in a workplace that is inclusive, supportive, and reflective of the diverse community we serve.

Should you require accommodations during the recruitment process, please contact Human Resources & Organizational Development (HROD) at 519-360-1998. Applicant information is collected under the authority of the Municipal Freedom of Information and Privacy legislation and will be used strictly for the purpose of candidate selection.

[www.chatham-kent.ca](http://www.chatham-kent.ca)