

General Manager, Engineering and Transportation Services

Service Area:	Infrastructure, Development, and Environment
Department:	Engineering and Transportation Services
Work Location:	City Hall, 1 Carden Street
Work Mode:	Hybrid
Job Type and Duration:	Permanent, Full Time Vacancy
Position Availability:	1 existing vacant position
Salary Range:	\$171,113.49- \$213,891.86 per year
Affiliation:	Non-Union
Posting Period:	June 30, 2026 to July 19, 2026 11:59 p.m.

Why Join the City of Guelph?

When you join the City of Guelph, you join a team of over 2000 employees who deliver services the community relies on every day. Together, we are bringing to life Guelph's vision of an inclusive, connected, and prosperous city where we look after each other and our environment. As a single tier municipality, we offer a variety of occupations and career specialities within our organization. Guided by the goals and objectives of the Future Guelph: Strategic Plan and committed to the Corporate Values of integrity, service, inclusion, wellness and learning, the candidate will aid in the achievement of the Community Vision for an inclusive, connected, prosperous city.

What we offer

We offer competitive wages and comprehensive benefits to meet the needs of our diverse employees. Many of our positions offer:

- Paid vacation days, increasing with years of service
- Paid personal days;
- Hybrid and flexible work arrangements;
- Defined benefit pension plan with OMERS, including 100-per-cent employer matching;
- Extended health and dental benefits, including Health Care Spending Account;
- Employee and Family Assistance Program;
- Parental leave top up program;
- Learning and development opportunities including tuition assistance
- Employee recognition programs.

Position overview

Resumes are being accepted for the position of General Manager, Engineering and Transportation Services. Reporting to the Deputy Chief Administrative Officer, Infrastructure, Development and Environment, the General Manager, Engineering and Transportation Services

provides visible and positive strategic leadership for the department in alignment with the City's Strategic Plan. Through continuous improvement and performance management, this role positions the department to be at the leading edge of planning, designing, and constructing municipal infrastructure. This role provides strategic leadership in identifying, assessing, and managing operational, financial, regulatory, environmental, and project-delivery risks, while overseeing service delivery in areas of capital planning and growth, construction, transportation planning and transportation engineering, development and environmental engineering, and corporate asset management. The General Manager works collaboratively with other leaders across the organization to develop, review and implement initiatives, projects and policies that advance the City's housing goals and other corporate priorities. This role provides professional advice to internal and external interest holders to achieve the City's Vision – to be the city that makes a difference.

Key duties and responsibilities

Leadership

- Provide visible and positive leadership to staff, developing and nurturing a work environment that is inclusive, respectful and engaging for staff.
- Lead by example and function as a mentor to team members with focus on staff development.
- Provide comprehensive advice and reports on engineering and transportation issues to Council, Committees and Community representatives/partners.
- Act as advisor to the DCAO, IDE and the Executive Team providing technical and risk management advice and problem-solving assistance related to all aspects of municipal engineering, linear infrastructure, and transportation matters.
- Strengthen a culture that helps the City manage risk and deliver projects that create economic stimulus and supports the City's housing readiness efforts.
- Lead performance-related initiatives including development of key performance indicators, data analysis, business intelligence, trends, and insights to improve service delivery.
- Act as key spokesperson for the City on municipal engineering matters.
- Maintain good working relationships with all interest holders, including City Council, the Executive Team, general managers and managers, all staff, the media and the community at large.
- Provide leadership in the ongoing identification and tracking of best practices including benchmarking to recognized leaders in the areas of municipal engineering; identify needs with respect to best practices and effectively advocate for change and required resources; participate in industry conferences/seminars.
- Make recommendations to support continuous improvement efforts to position the department at the leading edge of municipal engineering.

Division Management

- Establish long-term direction/strategic orientation for the department consistent with the Future Guelph: Strategic Plan.
- Establish annual business plan for the department and objectives for staff and evaluate performance against established departmental key performance indicators and industry best practices.

- Oversee the quality assurance program to monitor the delivery of engineering services to the community, ensure timely communication to stakeholders on engineering projects and follow up on customer complaints/inquires and initiate corrective action where required.
- Lead delivery of infrastructure renewal and growth (housing-enabling) capital programs in excess of \$100M annually. Ensure the departmental capital program is optimized and balanced to support Guelph's long-term growth and state of good repair needs to manage enterprise risk while sustaining essential services for the future.
- Ensure compliance with City policies, Council resolutions/by-laws and applicable federal and provincial legislation.
- Direct the preparation of studies, plans, guidelines and technical specifications for the City's municipal infrastructure.
- Coordinate the technical review of project designs, cost estimates and contract specifications and monitoring as required or requested for significant municipal infrastructure construction projects undertaken by the department.
- Respond, verbally and in writing, to issues related to the department's service delivery from members of Council, the general public, media, other staff, departments, and customers.
- Establish policies, operating procedures, work methods and standards for the department and for contracted services; monitor performance and initiate corrective action as required.
- Recommend staff reports and presentations to the DCAO, IDE to communicate information and recommend program changes.
- Develop and maintain working relationships with local developers, counterparts in other municipalities, representatives of professional associations, as well as federal and provincial government officials.
- Prepare, present and manage the department's capital and operating budgets.
- Manage budget variances by monitoring, reporting and implementing corrective action as required.
- Review proposals, tenders and purchase requisitions requiring approval for the department on contracted services in accordance with established policies.
- Act as a technical resource to other departments and develop collaborative partnerships agencies, utilities, adjacent municipalities, residents, property owners, developers and contractors on matters relating to engineering and transportation.
- Other duties as assigned

Qualifications and requirements

- Extensive experience related to the duties listed above, normally acquired through the completion of a Bachelor of Applied Science in Civil Engineering or equivalent Engineering Degree, or an Ontario College Advanced Diploma in Civil Engineering Technology or related field, with extensive management-level responsibility in the municipal engineering field. Candidates with equivalent combination of education and experience may be considered.
- Registered as a Professional Engineer with the Professional Engineers of Ontario or as a Certified Engineering Technician or Technologist (CET) with OACETT (Ontario Association of Certified Engineering Technicians and Technologists).
- Leadership skills acquired through considerable experience leading and motivating staff.
- Ability to establish and maintain effective working relationships with a diverse group of interest holders.
- Skilled in effective project/program management techniques.
- Excellent communication skills with the ability to communicate with all levels of staff, interest

holders and the general public including preparation of reports and presentations.

- Excellent organizational, communication, interpersonal and public relations skills.
- Commitment towards continuous learning, growth and the achievement of high performance.
- Ability to successfully manage budgets and achieve performance targets.
- Ability to establish and maintain effective working relationships with a diverse group of stakeholders.
- Excellent project management, organizational and problem-solving skills.
- Commitment to culture building, risk management, continuous improvement and customer service.
- Able to manage multiple and changing demands and priorities.
- Intermediate skills in Microsoft Office (Word, Excel, Outlook and PowerPoint) and project management software.
- Knowledge of the Occupational Health and Safety Act.
- Must possess a valid Class "G" driver's licence with a good driving record. Successful candidates will be required to provide a current driver's abstract prior to their start date to confirm their license is held in good standing and that it has not been suspended or revoked under the Highway Traffic Act (HTA) or Criminal Code of Canada in the last 5 years. The City of Guelph will take into consideration the number of demerit points and/or nature of the infractions to determine if it meets our requirements.

Hours of work

35 hours per week Monday to Friday between the hours of 8:30 am and 4:30 pm. Evening or weekend work will be required to attend meetings and respond to urgent issues. This position is eligible for hybrid and flexible work arrangement options (as per current corporate policy).

How to apply

Click "Apply Now" on the top right hand side of your screen by **July 19, 2026**.

Please visit the job posting listed on our City of Guelph [careers page](#) and click on the "Apply for this job" button. Instructions will follow.

Hiring Process Transparency

The City of Guelph is committed to fair and transparent recruitment practices. Candidates who participate in an interview for this position will be notified of the hiring decision within 45 days of their interview. Notifications will be provided in writing, or through technology.

Commitment to Diversity & Accessibility

The City of Guelph is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive workplace where employees feel welcome, valued and engaged. Our employment policies strictly prohibit all forms of discrimination on any of the grounds in relevant laws. All employment practices are solely based on individual merit, qualifications, and organization's needs at the time. In keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, we are committed to working with and providing reasonable accommodation for qualified individuals in our job application procedures. If you

need an accommodation in order to participate in the hiring process, you may contact us to make your needs known in advance.

Privacy Notice

Personal information collected through the recruitment process will be used solely to determine eligibility for employment. We thank all candidates in advance; however, only those being considered for an interview will be contacted.