



THE CORPORATION OF THE TOWN OF OAKVILLE

JOB POSTING

POSITION ID:

CALL NO. 26-4474

Job Designation: Manager, Environmental Engineering

Department: Transportation and Engineering

Job Details: Permanent Full-time

Salary Range: \$132,564- \$159,140

Pay Grade: 8

Closing Date: Applications for this position must be received at oakville.ca no later than 11:59pm on **February 17, 2026**.

This job posting is for an existing vacancy and therefore will be filled accordingly.

Reporting to the Director of Transportation and Engineering, the Manager of Environmental Engineering will lead a team responsible for administering the Town's Stormwater Fee Program and delivering engineering and project management services in support of community environmental initiatives and infrastructure capital works. This includes stormwater-related and environmental projects such as studies and investigations, land acquisition and utility coordination, preliminary and detailed design, public engagement, permitting and approvals, preparation of contract drawings and specifications, tendering and contract administration, as well as quality control and assurance.

What can I expect to do in this role?

As the Manager of Environmental Engineering, you will:

- Lead the development of a strategic vision, goals, objectives and work plan for the division.
- Oversee the development and implementation of the Town's Stormwater Fee (SWF) program, providing leadership to a multidisciplinary and multi departmental team including establishing policies and procedures, managing staff recruitment, and ensuring effective public engagement related to the SWF.
- Delivery of the 10-year infrastructure capital program including the design and construction of water resources/stormwater capital projects including stream restoration works, shoreline restoration works and stormwater/drainage works and including project planning and budgeting; public notification, updates and consultation; review and approval of drawings; tender and award of contracts; project meetings and presentations; management of consultants and contractors; coordination with external agencies and other town projects; permit applications; inspection; and quality control, related studies and contract administration.
- Oversees town design standards that establish and maintain engineering standards for contaminated lands and stormwater management systems ensuring that existing standards remain relevant, effective, and aligned with current best practices and regulations.
- Oversee special studies (i.e. storm water management, subwatershed, environmental assessment) and/or represent the department as a member of various study teams, technical/administrative committees, working groups, task forces, etc.
- Develop sectional operating budgets and forecasts and assist with/contribute to the development and approval of capital project budgets and forecasts.
- Develop, update and implement requirements and specifications for contract work, engineering and construction standards for town infrastructure.
- Implement and support effective systems for project management, performance measurement, benchmarking, and cost analyses.
- Leads, directs and engages a highly professional team of approximately four (4) staff. Supervise staff including recruitment, selection, training, coaching/mentoring, assigning work, determining training and development needs, coaching and mentoring, team building and other labour relations responsibilities. Oversee recruitment of seasonal technical staff and students to meet construction peaks and other assignments. Review employee performance on a regular basis and take corrective actions as required.

The town's recruitment software includes elements of artificial intelligence to assist in the screening and short listing of qualified candidates.

Successful candidates will abide by Ontario Health & Safety Legislation and follow Corporate Health & Safety Policies.

The Town of Oakville is an equal opportunity employer.

Personal information collected from applications and resumes is collected under the authority of the *Municipal Act, 2001*, and will be used to determine qualifications for employment. Questions about this collection of information should be directed to Human Resource Services, 1225 Trafalgar Road, Oakville, Ontario L6H 0H3.

- In collaboration with Corporate Asset Management, develop the 10-year capital infrastructure budget adjusting plans and programs as necessary. Develops and monitors the section's operating budget meeting financial performance, expense targets and planned/required service levels.
- Communicate effectively and represent the Corporation and the Department in a professional and courteous manner.
- Prepare and review staff reports. Conduct, attend and/or make presentations to meetings of the public, stakeholder groups, senior management, Committees, Town Council, etc.
- Respond directly and/or otherwise initiate and ensure investigation and suitable follow-up response to inquiries, complaints or requests for service from the general public, residents, emergency services, other departments, senior management and members of Town Council.
- Provide documentation and evidence to support the Town's risk management, insurance and legal representatives in addressing damage or liability claims.
- Provide testimony/evidence on behalf of the town before boards, commissions, hearings, etc.
- Perform other duties as assigned.

How do I qualify?

The ideal candidate will have a university degree in Civil (preferably Water Resources specialization) or Environmental Engineering or related field plus designation as a licensed Professional Engineer (P.Eng.) in good standing in the Province of Ontario. Your formal education is augmented by a minimum of 8 years directly related experience in progressively responsible positions that have resulted in outstanding leadership complemented by a highly developed understanding of construction, design and engineering best practices as well as project and budget management. Project Management Professional (PMP) certification will be an asset.

In addition, your experience includes:

- Extensive knowledge of engineering principles associated with environmental engineering and water resources.
- Practical experience in construction methods, materials and processes as well as thorough knowledge of design standards, regulations, health and safety requirements, contract tendering and administration.
- Demonstrated leadership skills including integrity, respect for others, self-awareness, emotional maturity, strong listening skills and the ability to embrace change.
- Excellent management skills in order to manage resources, empower others, be decisive and accountable.
- Strong communication, negotiation and customer service skills to deal effectively with internal and external stakeholders.
- Highly developed project management skills, strong negotiating and scheduling abilities.
- Sound analytical, decision-making, problem solving, financial control, organizational and leadership skills.
- Budgeting and finance knowledge and skills to develop the 10-year Capital Program and manage a large operating budget. This includes project scoping, costing, financing and prioritization.
- Technical expertise to act as the town's "expert" relating to all aspects of construction and design.
- Comprehensive knowledge of Occupational Health & Safety legislation and practices/processes.
- Demonstrative human resources management skills.
- Knowledge of corporate and department policies & procedures.
- Computer literacy utilizing MS Office software applications and database management techniques as well as GIS and CAD.

Core Knowledge Required for Success:

You are an experienced leader with a comprehensive knowledge of:

- Current and future practices, trends, technology and information relative to civil (transportation and storm sewer) engineering, design and construction, design and engineering.
- Acts, regulations and directives as these apply to design, construction, and municipal engineering projects.
- Government decision-making processes.

Leadership Competencies:

- Strategic Thinking
- Engagement
- Management Excellence
- Accountability and Respect

Corporate Values:

Teamwork, accountability, dedication, honesty, innovation and respect

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We offer:

- a progressive work environment that promotes a work/life balance and strives to be a great place for great people to do great things
- a defined benefit pension plan
- comprehensive health plan complemented with life and disability insurance

DATED: February 3, 2026

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We thank all applicants and advise that only those selected for an interview will be contacted.

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