



THE CORPORATION OF THE TOWN OF OAKVILLE

JOB POSTING

POSITION ID: 1081-001

CALL NO. 26-4643

Job Designation:	Manager, Engineering Services
Department:	Transportation and Engineering
Job Details:	Full-time Permanent
Salary Range:	\$136,541- \$163,914
Pay Grade:	8
Closing Date:	Applications for this position must be received at oakville.ca no later than 11:59pm on June 19, 2026 .
Posting Status:	Open to all current Town of Oakville employees and external applicants

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

We offer:

- A hybrid work schedule
- A defined benefit pension plan (OMERS)
- Comprehensive health plan complemented with life and disability insurance
- A progressive work environment that promotes a work/life balance and strives to be a great place for great people to do great things

Reporting to the Director, Transportation and Engineering, this position is responsible for the management and direct supervision of the Town's Engineering Services Section which includes services relating to corridor management, permit issuance for work within the Town's rights-of-way, and management and maintenance of records related to property and right-of-way assets within the Town of Oakville.

What can I expect to do in this role?

- Strategic management of the Town's municipal right-of-way including programs and permits related to activities within the town's roadways, including work by agencies, utility companies, special event support, temporary uses (patios, etc.), encroachments and easements ensuring compliance with Town policies and by-laws.
- Accountable for the Municipal Consent Process and facilitates and negotiates Municipal Access Agreements with various third parties who are requesting to perform work within the Town's Right of Way;
- Management of records and agreements related to town infrastructure and property, including those with utilities, agencies and other levels of government.
- Respond directly and/or otherwise initiate and ensure investigation and suitable follow-up response to inquiries, complaints or requests for service from the public, residents, emergency services, other departments, senior management and members of Council.
- Leads the modernization of the section by implementing innovative processes, digital tools, and best practices to enhance efficiency, compliance, and service delivery
- Management and leadership of a diverse staff group (full-time and contract) to ensure that work plans and departmental goals are met.
- Management of HR issues within a unionized environment;
- Accountable for section budgets to ensure accuracy and accountability and balances financial resources to deliver services;
- Prepare and review staff reports. Conduct, attend and/or make presentations to meetings of the public, stakeholder groups, senior management, Committees, Town Council, etc.
- Participates in and/or leads special technical committees to address special construction constraints and/or requirements.
- 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.

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.

- Liaison with third parties including utilities, other agencies and provincial ministries, to represent the Town's interests and to foster strong relationships and partnerships.
- Maintains effective relations with the public, including residents, community groups and elected officials.
- Contributes to Departmental strategic plan and service development.
- Special projects and other duties as assigned by Director, Transportation and Engineering.

How do I qualify?

- Post-secondary degree in Civil Engineering or diploma in Civil Engineering Technology
- Registered Certified Engineering Technologist (C.E.T.) and Road Construction Junior Inspector (RCJI) in good standing with the Ontario Association of Certified Engineering Technologists and Technicians (OACETT) in the Province of Ontario
- Professional Engineer (P.Eng.) designation through the Professional Engineers Ontario or working towards this designation an asset.
- Minimum eight (8) years of progressive experience in the construction field, with hands-on inspection, working with utility contractors and approving and coordinating permit applications for work within a municipal setting
- In depth and thorough understanding of civil infrastructure systems related to road structure, drainage and storm water management
- In depth knowledge of related regulations and standards: Ontario Provincial Standards (OPS), Transportation Association of Canada (TAC), Ministry of Transportation (MTO) Knowledge and exposure to Construction Law
- Excellent organizational, verbal, written and interpersonal skills are essential as well as the ability to deal effectively with utilities and land development industry representatives.
- Significant business knowledge, a good understanding of the political environment, vision, and the ability to develop staff;
- A dynamic, team-oriented individual with highly developed project management skills, and strong negotiating and scheduling abilities to effectively manage multiple priorities.
- Sound analytical, decision-making, problem solving, strategic vision, financial control, organizational and leadership skills.
- Excellent report writing and presentation/public speaking skills, including experience at the committee and municipal council level.
- Effective listening and strong public relations skills.
- Ability to use data to improve business processes and customer service.
- The successful candidate will be required to supply their own personal vehicle for performing job duties/corporate business as travel to various worksites will be required.

Core Knowledge Required for Success

In addition, your experience demonstrates the following **Manager leadership competencies**:

- **Strategic Thinking** – innovating through analysis and ideas
- **Engagement** – mobilizing people, organizations, partners
- **Management excellence** – delivering results through action management, people management and financial and asset management
- **Accountability and Respect** – serving with integrity and respect

Click [Competency Profile](#) to view the competencies for this Manager level

Corporate Values:

Teamwork, accountability, dedication, honesty, innovation and respect

DATED: [June 8, 2026](#)

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

This job profile reflects the general requirements necessary to perform the principal functions of the job. This does not include all of the work requirements of the job. Applicants are required to demonstrate through their application and in the interview process that their qualifications match those specified. Applicants may also be required to undergo testing.

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

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.