



Job Title: Manager - Engineering

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| Competition Number: INF-66-26 | Department: Infrastructure & Operations |
| Posting Category: Open | Division: Engineering & Facilities |
| Job Type: Full-Time | Affiliation: Managerial |
| Site: | Location: CA-ON-Thunder Bay |
| Min: CAD \$135,672.44/Yr. | Max: CAD \$159,614.63/Yr. |
| Pay Band: 13 (to be rated) | Number of Positions: 1 |
| Effective Date: August 1, 2023 | Supersedes Date: New |
| Posted Date: June 17, 2026 | Post End Date: July 15, 2026 |

The **City of Thunder Bay** provides exceptional quality of life to those who live, work, and play in Thunder Bay – a culturally vibrant, economically diverse community with a metro population of over 120,000. Located on the north shore of Lake Superior, under the protective watch of the Sleeping Giant, Thunder Bay is rich in people and resources, and connects Northwestern Ontario to the world. We value our high quality of life and promote a clean, green, beautiful, and healthy community that provides economic opportunity, respects diversity, and provides affordable and safe neighbourhoods that are accessible to all.

The City of Thunder Bay is a place where art, culture and nature come together!

Lead infrastructure excellence. Deliver strategic projects. Build the future.

At the City of Thunder Bay, **Our City Runs on People Like You**. Together, we’re building a workplace where everyone belongs – where your leadership can help deliver transformative infrastructure projects, guide strategic investments, and lead initiatives that residents rely on every day.

Here, your expertise will help ensure the delivery of safe, sustainable, and resilient infrastructure that supports community growth and enhances quality of life.

You will be part of a work environment that supports respectful interactions, meaningful opportunities to grow, and a culture that promotes well-being and collaboration.

Thunder Bay offers more than a fulfilling career. With its natural beauty, affordability, and strong sense of community, it’s a city where you can grow personally and professionally.

Where You’ll Make a Difference Every Day

As Manager - Engineering, you’ll provide leadership and oversight for engineering services, capital infrastructure projects, asset management initiatives, land development review projects, and long-term infrastructure planning.

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You'll have the opportunity to influence strategic decision-making, lead a team of engineers, and oversee high profile projects that will shape the future of the community.

Whether you live in Thunder Bay, you're looking to return, or excited to make the City your new home, join a team where your skills, expertise, and presence is recognized, and make a real impact to our community.

How You'll Support the Team

In this role, you will be responsible for the overall strategic management and direction of the Engineering Section. You will also have the following accountabilities:

- Be the City Engineer for the City of Thunder Bay, acting as the official signatory of City engineering design standards, drawings, and plans and as the key spokesperson for the City on municipal engineering matters.
- Attend Committee of the Whole and City Council meetings, as required, advising on matters relating to Engineering.
- Provide Corporate and city-wide support around strategic and long-term infrastructure asset management planning, understanding Council priorities and anticipating future community needs to support development.
- Participate, as a member of the Infrastructure & Operations Department Management Team by providing input into Department organizational and operational reviews, human resource management, budget issues, technical matters and major issues management.
- Manage the direction and the day-to-day operation of the Engineering Section.
- Manage the Corporation's infrastructure renewal programs relating to asset management, including asset lifecycle management, capital planning, capital investment, rehabilitation and construction, and procurement for all assets within the Engineering portfolio.
- Manage the planning, approvals, design, project management, contract administration, and construction of new and existing infrastructure.
- Manage the implementation and execution of the City's Transportation Master Plan and Active Transportation Plan including implementation of Corporate and city-wide programs.
- Oversee the incorporation of risk assessments prioritization into asset management planning activities for all infrastructure.
- Develop, plan, and implement short- and long-range goals and objectives consistent with the Division's strategic initiatives, projects, and work priorities, ensuring the highest level of service possible within available funding.
- Develop, administer, and maintain policies and procedures consistent with Corporate and Divisional objectives.

[Manager - Engineering Job Description](#)

What You Can Count On With Us

We're proud to offer a workplace where your well-being, growth, and sense of purpose come first. As the Manager - Engineering, you'll enjoy:

- A competitive salary that reflects your expertise
- A matching pension plan to help you build long-term financial security
- Comprehensive health, vision, and dental coverage, plus life insurance for peace of mind
- Generous paid vacation and holidays, with the option to purchase additional leave days when you need more time off

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- Access to a confidential Employee and Family Assistance Program (EFAP) and wellness initiatives to support your overall health
- Leadership development and tuition reimbursement programs, so you can continue to grow your skills and career
- A culture of recognition and appreciation, with staff events and programs that celebrate your contributions
- The opportunity to lead a dedicated and talented team, who are highly respected within the Corporation

What You'll Bring to the Team

Here's what will help you succeed as a Manager - Engineering:

- Degree in engineering and registration as a professional engineer in Ontario together with eight years' progressively responsible management experience in the area of municipal engineering, or developing and using capital asset management frameworks and capital works planning for large construction projects
- Experience in a management capacity in a large, unionized, government or private sector organization
- Experience in business management, planning, budgets, and finance
- Experience in the various components of human resource management
- Knowledge of and ability to interpret applicable legislation and related regulations, municipal by-laws, codes, and standards

Lead With Us - Apply Today

Ready to take the next step in your career journey? Join us at the City of Thunder Bay, where you'll support a dedicated team, and make a lasting difference every day.

General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866