



Region of Waterloo

Career Opportunity

The Region of Waterloo is currently recruiting for a:
Engineer, Design & Construction (Transportation)

Department: Engineering and Environmental Services

Division: Design & Construction

Hours of Work: 35

Location: 150 Frederick Street, Kitchener

Our Story:

Committed to fostering opportunities for current and future generations, the Region of Waterloo is an inclusive, thriving, and sustainable region of connected rural and urban communities with global reach. Our mission is to serve, engage and inspire, by delivering quality services to a diverse population of 630,000+, while creating a healthy, collaborative environment of learning, respect, and innovation.

This is a place where employees are valued and recognized for their talents and contributions to our success. Our employees take pride in making a difference in people's lives through the work that we do. We are looking for people like you to help make it happen.

Our Team:

The Region of Waterloo supports the career development of engineers through a formal engineering progression program. This program facilitates the advancement from Engineer Intern, to Engineer, to Senior Engineer based on experience, satisfactory performance, and the demonstrated skills and abilities required to progress.

The Opportunity:

Reporting to a Head Engineer, will be responsible to plan, design, manage, and authorize the provision of engineering services, operations, and assets in the Division for medium size projects or for components of larger projects including road widening, road reconstruction, development reviews, and other transportation related facilities.

Apply your Knowledge, Skills & Abilities:

- You will get to chair project teams independently or in support of senior engineer for high profile/complex/politically sensitive projects. Establish project scope and requirements with Senior Engineers review/support. Deliver projects from conception to completion. Work will be reviewed at project milestones. Resolve new/unusual problems in consultation with Senior Engineers/Supervisors.
- You will design capital projects that involve multiple components and several engineering areas/activities.

- You will develop and manage schedules and budgets (up to multi-million).
- You will identify need for and manage property transactions, access agreements and approvals, involving multiple stakeholders, in consultation with Supervisors/senior staff.
- As a subject expert, you will provide guidance to Engineering Interns and direct technical and survey staff on design projects and in preparing final contract drawings. Assign work to clerical, survey, and drafting staff on in-house projects and provide technical direction to construction inspectors and survey crews. Provide direction, guidance and performance evaluation to consulting engineering, with input into their hiring and dismissal.
- You will administer contracts. Interpret documents with contractors. Authorize payments, change and extra. Negotiate claims, disputes and payments.
- You will develop contracts and procure goods and services. Manage and negotiate work plans and budget with consultants, and approve invoices.
- You will negotiate and obtain approvals (e.g. Municipal, Ministry).
- You get to visit construction sites to assess quality and progress of work. Ensure work is complete per contract documents and legislation.
- As a subject expert, you will conduct public meetings and consultations for own projects or provide support to Senior Engineers for high profile/complex/politically sensitive projects. Respond to technical questions from stakeholders.
- You may assume professional engineering responsibility for work within a defined professional scope of practice including application of a professional seal and signature, if required.
- You will provide technical subject matter expertise for a specific engineering area/of a limited scope.
- You will provide input for the ten-year capital program and operating budgets.
- You get to write/review technical reports for Supervisors/Senior Engineers review, as required.
- You will write and present reports to Committees and Council.
- You get to represent the Region in dealings (e.g. negotiations, agreements, cost-sharing, approvals) with stakeholders including area municipalities, elected officials, utility companies, federal and provincial Ministries, the media, and public, with support from senior staff/Supervisors.
- You will collaborate with Regional staff, including IT, Legal Services, Planning, and Finance to deliver projects and resolve issues.
- You will lead studies and research initiatives by partnering with academic institutions or other organizations; liaises with researchers.
- Performs related duties as required.

Apply Your Experience at the Region of Waterloo:

- Knowledge of municipal engineering, normally acquired through a degree in engineering or applied science, plus progressively responsible related experience in a municipal or project management environment (or an equivalent combination of education and experience).

- Must be licensed and in good standing as a Professional Engineer in the Province of Ontario, or be a member in good standing holding a Limited License in the area of practice(s), issued by the PEO. For those trained outside of Canada, equivalency will be determined by the PEO. Participates in activities to maintain professional license.
- Knowledge of and ability to comply with corporate policies and procedures, related legislation, Ontario Provincial Standards, Canadian Standards, Ministry guidelines, contract law, and engineering standards.
- Ability to work independently on concurrent projects, review decisions and problems with Regional with management, explore project, and make recommendations on improvements to existing contract and engineering standards and procedures.
- Computer skills with ability to use software such as Microsoft Office, computer aided design, specialized systems, and computer models.
- Communication and human relation skills to direct and guide contractors, consultants, and staff, coordinate and negotiate project requirements, conduct presentations to Committees, area municipalities and Council, hold open houses and formal meetings for the media and public, respond to public inquiries, and participate as an effective team member.
- Ability to write project correspondence, reports, contracts, agreements and project definition reports for contractors, consultants, committees, Regional and area municipal Councils, staff, media, and the public.
- Ability to read and interpret policy and procedure manuals, engineering and technical journals, design specifications, contracts, reports, legal documents, and memos.
- Ability to travel within Waterloo Region.
- Ability to adjust hours to attend open houses and deal with emergencies.
- Ability to support and demonstrate the Region's values.

Additional Information:

Compensation:

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits. The salary of this position ranges between \$94,967.60 - \$118,718.60 per annum (Grade 7 on the Management & Management Support wage scale).

Consideration will be given to candidates that are not fully qualified when no fully qualified applicants can be identified.

We thank all applicants in advance; however, we will be corresponding only with those selected for an interview.

The Region of Waterloo is an equal opportunity employer committed to an inclusive, barrier-free recruitment and selection process. At the Region, we respect, encourage, and celebrate our diversity. The Region of Waterloo is committed to providing accommodations throughout the recruitment process. If you require an accommodation, please notify us and we will work with you to meet your needs.

Alternate formats of this document are available upon request. Please contact the Service First Contact Centre at phone number 519-575-4400, or TTY number 519-575-4608 to request an alternate format.