



Manager of Operations – Roads

People, Places, Prosperity

Working within our Strategic Plan, **Cambridge Connected**, and committing to our values of Integrity, Respect, Inclusiveness and Service, the successful candidate will work together to help the City of Cambridge achieve our vision: A place for people to prosper – alive with opportunity.

Job Profile

Join our team as a key leader in the Operations Division where you'll be at the helm of year-round maintenance operations that keep our roads safe and well-maintained. With a variety of maintenance activities, including snow clearing, asphalt repairs, and our leaf pick up program to name a few, you'll lead a dedicated team committed to delivering high-quality service to our community.

We're looking for someone who thrives in a fast-paced strategic environment and is dedicated to maintaining our road network within the city. The ideal candidate is a collaborative, solutions-focused professional with strong operational know-how, excellent leadership skills and the drive to continually improve services. If you're ready to take on a leadership role where every day brings new challenges and the opportunity to make a difference, this role is for you.

What you will be doing

- Provides leadership and oversight to the roads operations.
- Responsible for operating budgets; specifically monitors and manages annual budgets based upon approved levels of service for roads operations.
- Responsible for developing and maintaining appropriate training programs for staff in the office and the field as it relates to Road Operations.
- Coordinates with Asset Management Division and Technology Services to ensure seasonal, preventive maintenance, and re-active work is represented and recorded in the Work Management and Asset Management Systems and are supported by Standard Operating Procedures.
- Liaises with peers, contractors, outside departments and organizations to build working relationships and cooperative best management practices for the industry to improve safety, efficiency and technologies being utilized to perform required tasks of the division.
- Responsible for all aspects of customer service including investigating, documenting and resolving concerns and complaints or providing program information.
- Recruit and develop staff to ensure an outstanding level of service is provided.
- Assures compliance to applicable regulations and Standard Operating Procedures.
- Ensure employees work in compliance with the Ministry of Environment and Ministry of Transportation, Occupational Health and Safety Act, regulations, and Corporate Health and Safety Policies and Procedures, and to take every reasonable precaution to protect the workers.
- Recommends and establishes asset management maintenance activities to extend the life cycle of infrastructure in a cost effective manner, including optimization of people, materials and equipment.

- Possess a comprehensive understanding of the collective bargaining agreement and a working knowledge of the collective bargaining process.
- Ensures that records and processes are established to produce records in support of defending insurance claims and represents the City from an Operations perspective in the claims process.
- Acts as backup for Director of Operations and other Road Supervisor when required
- Contributing member of the Departmental management team.
- Consistently models the Corporate Values and Behaviours (Respect, Integrity, Service and Inclusiveness).

Education

University Degree or equivalent in a related field.

Certified Engineering Technologist (CET) and/or Certified Road Supervisor (CRS). Senior are considered an asset

Experience and Knowledge

- Five years of previous roads operation experience with at least three years of supervisory experience in a unionized environment.
- Experience with work management systems would be an asset.
- Understanding of the collective bargaining agreement and a working knowledge of the collective bargaining process.
- The successful candidate would have to provide proof that a valid G class driver's license is held upon being hired.

We will ask you for these items if you are hired

Proof of your current and valid certificate(s) and/or educational qualifications.

Supervisor Health & Safety Awareness Training Certificate from the Ministry of Labour

Valid G driver's license.

Your compensation

This position is located in Band Level 7 of the Non-Union Salary Scale and has an annual salary range of \$114,005 to \$139,030. We offer a comprehensive benefit package and are an Ontario Municipal Employees Retirement System (OMERS) employer.

Hours of work

Monday to Friday, 7:00 a.m. to 3:00 p.m. (35 hours per week) with some evening work as required.

On-call evenings, weekends, and holidays are on a shared schedule with others within the Department.

Advertisement expiration date

Interested candidates should apply at www.cambridge.ca/careers. This posting will close on June 1, 2025.

Accommodation needs and protection of privacy

The City of Cambridge recognizes and appreciates diversity and inclusion enhances our public value commitment.

We strive to create an accessible and inclusive experience and encourage all qualified people to apply, including and especially people from equity-deserving groups. Qualified applicants will receive

consideration for employment with honour and respect toward their individual dimensions of diversity.

We strive to remove barriers that may prevent qualified applicants from fully participating in the recruitment and selection process. Accommodation in accordance with the Ontario Human Rights Code and other applicable legislation is available throughout all stages of the recruitment and selection process. Contact HRServices@Cambridge.ca to make your needs known in advance.

For more information on our Employment Equity, please read our full policy.

Personal information collected in relation to the recruitment process is collected under the authority outlined in the Municipal Freedom of Information and Protection of Privacy Act and used solely to determine eligibility for employment with the City of Cambridge only.