



Region of Waterloo

Career Opportunity

The Region of Waterloo is currently recruiting for a:
Senior Engineer – Design & Construction

Department: Engineering and Environmental Services

Division: Design and 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:

Team members in Design and Construction take pride in efficiently delivering innovative project solutions for our Regional clients and building critical infrastructure that supports every person in Waterloo Region. Our management team is committed to high quality, accountable and responsive service that results in project outcomes that are equitable, accessible and cost effective. We seek to engage all members of our community in delivering Regional capital programs in line with our strategic priorities with an overall vision of growing with care.

The Opportunity:

Reporting to the **Head, Engineering** this exciting opportunity will plan, design, manage, and authorize the provision of engineering services, operations, and assets in the Division for large scale, high profile/complex/politically sensitive projects, including transportation related facilities/infrastructure.

Apply your Knowledge, Skills & Abilities:

- You will chair project teams on high profile/complex projects. Establish project scope and requirements. Take full responsibility for project from conception to completion. Work is checked periodically for end result. Resolve new/unusual problems or recommends solutions in consultation with supervisor.

- You will design capital projects that are high profile/complex/politically sensitive, involving multi disciplinary 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.
- You get to supervise engineers and engineering interns, as assigned; provide guidance to same. Directs 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 provides technical direction to construction inspectors and survey crews. Provide direction, guidance and performance evaluation to consulting engineers, with input into their hiring and dismissal.
- As an expert you will participate in the training, development and mentoring of engineers and engineering interns.
- You will administer contracts. Interpret documents with contractors. Authorize payments, changes and extra work. Negotiate claims, disputes and payments.
- You will develop contracts and procure goods and services. Manage and negotiate work plans and budgets with consultants. Approve invoices.
- You will negotiate and obtain approvals (e.g., Municipal, Ministry).
- You will visit construction sites to assess quality and progress of work. Ensure work is completed per contract documents and legislation.
- You will chair/conduct public meetings and consultations as the project lead. Respond to public complaints regarding high profile/complex/politically sensitive projects.
- You will assume professional engineering responsibility for work within professional scope of practice including application of a professional seal and signature, if required. Provide broad technical subject matter expertise.
- You will provide input for the ten-year capital program and operating budgets.
- You will write/review technical reports. Write and present reports to Committees and Council.
- You get to represent the Region in dealings (e.g., negotiations, agreements, cost-sharing, approvals, tribunals) with stakeholders including area municipalities, elected officials, utility companies, federal and provincial Ministries, the media, and public.
- 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).

- Senior Engineer: 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 (e.g., Occupational Health and Safety Act, Construction Lien Act, Environmental Protection Act, Environmental Assessment Act, Safe Drinking Water Act), Ontario Provincial Standards, Canadian Standards, Ministry guidelines, contract law, and engineering standards.
- Ability to work independently on concurrent projects (consulting with senior staff/supervisor as applicable); review decisions/problems with Regional/political sensitivity with management; explore project alternatives individually/as part of a project team; 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; prepare and present written and visual materials for public drop-in centres, open houses and formal public meetings according to the EA approval process and Act; conduct presentations to Committees, area municipalities and Councils; 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 where applicable. 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 \$104,468.00 - \$130,585.00 per annum (Grade 8 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.