



People Services

Senior Manager, Roads & Survey

Regular Full Time

Requisition ID: 4349

Salary Range: \$148,340.00 To \$186,747.00 Annually

The City of Markham is proud to be recognized for the 5th consecutive year as one of Canada's Best Employers by Forbes and Statista Inc. In 2025, the City of Markham is ranked 2nd among municipalities in Canada and 12th overall for Government Services. The recipient of multiple environmental awards, we are recognized for our innovative sustainability and urban planning initiatives as well as our fiscal accountability. More than 366,000 residents call Markham home and benefit from our rich heritage, culturally diverse environment, vibrant local economy and focus on quality of life. Applications are now being accepted for the above regular full-time position in the Operations Department, Community Services Commission. To apply, please submit your cover letter and resume online by **August 4, 2025**

Reporting to the Director of Operations, the Senior Manager provides leadership and direction in the management and supervision of citywide roads and sidewalks, including regional roads, contract administration, winter maintenance, special events, and the sign shop. Leads and directs lifecycle projects in the division.

Key Duties and Responsibilities: Service Delivery & Infrastructure

- Directs year-round maintenance and rehabilitation of roads, sidewalks, and right-of-way infrastructure.
- Oversees capital planning and project execution including the Citywide pavement management program.
- Ensures compliance with provincial standards and city policies.
- Leads winter maintenance operations and emergency response planning. Implements performance measures and service improvements recommendation to Council.
- Provides Operations review on engineering and development matters including engineering standard and criteria preparation. Manages Roadway assets in accordance to provincial legislation and city asset management plan.

Roads & Survey Network

- Manages 24/7 operations for road infrastructure, including emergency closures.
- Oversees consultants and contractors to ensure value and quality.
- Develops policies for climate resilience and infrastructure sustainability (e.g., Salt Management Plan).

Leadership & Strategy

- Leads a team of union and non-union staff.
- Develops long-term strategic and business plans aligned with city goals.
- Manages budgets, staffing, and performance across the division.
- Collaborates with internal departments and external partners.

Risk Management & Compliance

- Ensures safety, regulatory compliance, and risk mitigation.
- Leads emergency operations and prepares regulatory reports (e.g., ice storm recovery and Winter Maintenance service level review).
- Advises senior leadership and Council on infrastructure impacts, financial impacts and service levels.

Requirements

- University degree in civil engineering or related field.
- Preference will be given to candidates with the Professional Engineer designation (P.Eng.)
- Minimum of 7 years of progressively senior experience in civil engineering and management/leadership experience, preferably in the public or broader public sector.
- Excellent interpersonal, project/time management, organizational, analytical, written and oral communication, prioritization, problem-solving, and staff leadership and supervisory skills.
- Ability to build strong and enthusiastic staff teams and internal/external alliances/partnerships; to align Operations technical and business/administrative programs with division and department/commission/corporate goals and objectives; to champion the vision, mission and values of the municipality; to foster and contribute to a positive, productive, customer service-oriented work environment; and to deal courteously and effectively with all contacts.

Core Behaviours:

- **Service Excellence:** Focuses organizational resources on understanding and responding effectively and efficiently to customer needs.
- **Change & Innovation:** Encourages innovation and effectively leads, implements, assesses and sustains change initiatives.
- **Teamwork & Relationship Building:** Develops collaborative and high performing teams as well as effective relationships with colleagues and partners.
- **Communication:** Adapts communication approach to needs of audience and situation, and develops staff in this area.
- **Accountable & Results Oriented:** Ensures work group behaves ethically and complies with expectations, policies and legislation; focuses work group efforts to work plan. **Management & Leadership:** Builds an engaging environment that

supports learning, career development and regular feedback, and that attracts and retains high performing staff.

- **Strategic Thinking & Planning:** Understands and assesses complex concepts, trends and relationships; participates in business planning; makes decisions that align with the City's strategic direction.

The City of Markham is committed to inclusive, accessible and barrier free employment practices and to creating a workplace that reflects and supports the diversity of the community we serve. Please let us know if you require an accommodation and we will work with you to ensure a barrier free hiring process.

Please respect our scent free area by not wearing scented products when visiting the office.

Please apply by August 4, 2025. <https://www.markham.ca/careers>