



Manager, Roads Operations

The City of Kawartha Lakes invites applications to join our team as a **Manager, Roads Operations**.

When you come to work for the City of Kawartha Lakes, you are joining a community of municipal workers who take pride in knowing that every day you are having a positive impact in the community. Our mission is to deliver the highest standards of municipal services while creating a healthy and sustainable future for all Kawartha Lakes' residents and businesses. We work to our values of Accountability, Respect and Teamwork and we want you to **Jump In** with us!!

We are an equal opportunity employer which values equity, diversity, and inclusion in the workplace. We foster a safe and creative work environment, where training and skill development are prioritized, with opportunities and support for career advancement. As a team member at the City of Kawartha Lakes, you may be entitled to the following: OMERS pension (defined benefit), employer paid benefits package including short and long term disability income replacement, education reimbursement and other programs that foster innovation, leadership, and career advancement

Job Title: Manager, Roads Operations

Salary: \$124,137 - \$145,217 (2025)

Reports To: Director, Public Works

Department: Public Works

Location: Roads Operations, West B (Lindsay, ON)

Hours: Full-time, 37.5 hours per week

Other: Availability for additional hours required, specifically in winter season; Travel throughout the City of Kawartha Lakes in accordance with job requirements, work location may vary

Job Description:

This position is one of three positions leading day-to-day operational maintenance of a combined total road network of approximately 2700 km, including responsibility for depots, sand domes, salt storage buildings, drainage improvements, safety guiderail protection and traffic line markings. On a day-to-day basis, you will be expected to coordinate the planning and execution of winter and summer maintenance operations in concert with the non-union Area



Supervisors who report directly to you; evaluate and quantify road work and associated activities; benchmark costs and expenditures to ensure effective use of resources, and collaboratively work with other Managers to review and implement improvements to operational practices, drive efficiency and establish strategic plans for Roads Operations; provide strong customer service and manage service requests; ensure service levels and operational protocols are followed for maintenance activities; oversee and manage municipal gravel pits and resources; develop, manage and oversee area-based operating and capital budgets; manage corridor control review in accordance with corporate policy; ensure employee training needs are met relative to Health and Safety, work procedures, new technology, innovation, legislation and regulations; and be responsible for hiring, discipline, dismissals, performance and training of staff in consultation with the Director of Public Works and Human Resources staff. To achieve this, you will be working independently and in concert with management, contractors, employees, and the general public. Your work will enable the City of Kawartha Lakes to continually provide excellent support and delivery of services related to the operation of municipal roads.

Requirements and Qualifications:

You will be a motivated self-starter with a post-secondary diploma in Engineering with a Certified Engineering Technologist (C.E.T.) designation. You will have a minimum of 5 years of progressive experience in public works within an operational roads environment, along with significant current knowledge of winter control activities with appropriate use of materials, equipment and funds to effectively manage winter storm events and related activities. Your knowledge and experience is rounded out with a strong technical ability relating to engineering solutions, and supervisory experience in a unionized environment. You will have strong leadership, organization and management skills, along with excellent written and verbal communication abilities. In addition, you will bring to the position a strong knowledge of legislation including but not limited to the Highway Traffic Act, Minimum Maintenance Standards, Ontario Traffic Manuals and the Occupational Health and Safety Act. This position requires travel throughout the City of Kawartha Lakes to attend



meetings and various work locations. Some overtime or early/late meetings will be required.

The City of Kawartha Lakes is an equal opportunity employer committed to building an inclusive and supportive workplace. We welcome applications from qualified candidates of all backgrounds and experiences.

We are dedicated to providing barrier-free and accessible employment practices in compliance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA). If you are contacted regarding a job opportunity, please let us know of any accommodations you may require. We will work with you to ensure your needs are met throughout the recruitment and selection process.

Applicants must be prepared for skill testing.

Interested applicants are encouraged to apply by October 22, 2025 through the Careers page on our website:

<https://tre.tbe.taleo.net/tre01/ats/careers/v2/viewRequisition?org=CITYOFKA&cws=37&rid=2839>