

Director of Engineering, Works & Utility

Quispamsis



The Opportunity

The Director of Engineering, Works and Utility will report to the Chief Administrative Officer and will have the opportunity to help shape the future of the Town and the infrastructure required to support it. As a member of the Executive Leadership Team, the Director provides strategic leadership, management and technical direction for the Engineering, Works and Utility departments, ensuring alignment with the Town's strategies and goals as well as municipal bylaws, plans and policies.

In this role, the successful individual will be expected to collaborate with other departments to achieve overall municipal goals and strategies, through membership on a strong, collaborative team that is focused on bringing plans to action and meeting our mission of providing community-focused service excellence and a forward-thinking commitment to sustainable growth, responsible governance and engaged residents.

This position will attend and participate in various meetings, including Department, Executive Leadership Team, and Council, to promote and nurture a positive workplace culture centered on teamwork, innovation, and leadership.

Key Responsibilities

- Demonstrate a commitment to capacity building through leading, supporting, mentoring and coaching members of the Engineering, Works and Utility Departments.
- Meet regularly with staff in the Engineering Department to provide technical direction, policy clarification and budget resource allocation to assist the team in delivering on operational and capital programs, including roads, streets, traffic, stormwater management and subdivision development.
- Work proactively and collaboratively to ensure the members of the Works Department have sufficient resources, support and direction to ensure efficient delivery of seasonal and daily operational services such as snow removal, salting and sanding, stormwater management, and asphalt surface repairs.
- Discuss technical and legislative issues regularly with members of the Utilities Department to ensure that standards for water quality are met, that wastewater is effectively managed and that capital improvements are planned and executed.
- Champion the implementation of a comprehensive Asset Management Plan in accordance with the existing asset management strategy.
- Contribute to various other town plans and strategies, including the Active Transportation Plan, Community Strategy Plan, Municipal Development Plan and Recreation Master Plan.
- Communicate technical data effectively to Council, administration and the public.
- Oversee and support the development of departmental operating and capital budgets.

Director of Engineering, Works & Utility

Quispamsis



- Fiscal review through a regular review of budget expenditure in the operations and capital programs, approval of invoices, contracts etc.
- Provide expertise and guidance to the Chief Administrative Officer and Council on the town's engineering priorities and financial feasibility.
- Identify and apply for relevant grant funding from various levels of government or agencies.
- Communicate with and respond to inquiries from the public that may have escalated beyond frontline staff.

Qualifications

- Graduate from University Civil Engineering program
- Professional Engineering Designation
- Minimum 10 years progressive professional engineering experience
- Specific engineering experience in a municipal setting, public works and water and wastewater utilities operations, public administration and/or municipal asset management
- Demonstrated executive leadership skills
- Experience in legislative environment
- Strong oral and written communication skills

The ideal candidate

A results-driven engineer, who has strategic vision, coupled with experience executing various infrastructure projects. Demonstrated project management experience relating to water, sewer, transportation and infrastructure to highlight your ability to complete such tasks efficiently and within budget.

A confident public works professional who can provide technical guidance and leadership mentoring to those who work with you internally with the goal of developing future leaders to deliver a legacy of long-term sustainability.

A collaborative leader, with well-developed communications skills, allowing you to build strong relationships with various external partners including government representatives, consultants, and community members.

A strategic leader with the ability to assess both short and long term operational and capital needs, and to develop long range objectives and capital improvement plans that address the future needs of the community. This individual ensures that strategic financial planning and budgeting are aligned with capital projects.

Director of Engineering, Works & Utility

Quispamsis



A collaborative professional who fosters coordination across departments to integrate best engineering practises into capital projects, with the goal of delivering the highest level of service to community residents.

The town's strategic priorities

- Infrastructure Management
- Commitment to Community
- Economic Development
- Capacity Building

Work with Us

As a full-time, permanent employee with The Town of Quispamsis, you will enjoy a comprehensive benefits package including:

- Flexibility in scheduling with a 4-day compressed work week option
- Health and dental benefits
- Enrollment into our defined benefit pension plan with no waiting period
- Subsidized fitness plan

Salary

Pay Band 80 \$110,600 - \$138,250

Applications

Applications will only be accepted through our online application system until August 23rd, 2026, at 5:30pm. Qualified applicants should submit their cover letters and resumes to:

Human Resources Department

Quispamsis

Competition number: 2026-12

When applying online, please submit your cover letter and resume together as one document.

[Click here](#) to apply online

Quispamsis is an equal opportunity employer. Only those applicants being considered further will be contacted.