

## Job Title: Mgr Water Distribution Engineering and Planning

### Leadership Opportunity

**Req ID:** 1521

**Business Unit:** Infrastructure and Water Services

**Division:** Infrastructure Planning and Engineering

**Regular/ Auxiliary:** Regular

**Rate of Pay:** \$138,212.76 - \$162,603.13 yearly

**Hours of Work:** 70 hours bi-weekly

**Posting Date:** July 15, 2025

**Closing Date:** Open until filled, submission review to begin on August 5, 2025

### Position Purpose

This position provides leadership, direction and professional expertise to a team responsible for engineering, planning, and operational support functions related to the CRD Water Distribution systems.

### Key Accountabilities/Position Outcomes

- Provides senior level engineering, planning and operational expertise, including:
  - Long range planning and implementation of water system improvements
  - Feasibility studies and options analysis including cost estimates, technical reports and recommendations
  - Detailed technical research and analysis
  - Development of strategic asset management plans, condition assessments, hydraulic modeling and development cost charge programs
- Prepares staff reports, presentations and grant applications
- Assumes managerial responsibility for scopes of work, and exercises authority over staff and consultants as necessary to ensure compliance with relevant legislation, guidelines, agreements, policies, and procedures.
- Provides Professional Engineer sign off for engineering planning and design work.
- Ensures policies, procedures, bylaws, plans, systems, resources and management practices are in place to support and ensure the successful delivery of projects and initiatives.
- Ensures Capital Projects are defined and completed with a commitment to project deliverables and organizational objectives as well as an ongoing commitment to project management principles.
- Assists with the preparation of Divisional operating and capital budgets, tracking, monitoring and controlling budgets for areas of responsibility.
- Uses leadership, coaching and management skills to create a highly engaged team of professional and technical staff to ensure division goals and objectives are achieved.
- Uses diplomacy and strong communication, presentation and relationship building skills to create and maintain collaboration among internal and external stakeholders and partners.
- Performs other related duties as required and follows all CRD policies, procedures and standards.
- Responsible for the leadership and management of employees and contractors within area of responsibility, including employment and labour relations matters involving: employee hiring, promotion, demotion and other personnel matters; discipline and discharge; representing management in the grievance procedure; input on behalf of management into labour relations matters, and representing management on committees; maintaining Employer confidentiality; and developing, supporting and implementing various corporate and legislated policies, procedures and practices.

## Qualifications

- Degree in a related discipline
- A minimum of 10 years' progressively responsible experience
- An equivalent combination of education and experience

## Certifications

Professional engineering (P.Eng.) designation with Engineers and Geoscientists British Columbia (EGBC) or eligibility for designation.

Valid BC Driver's Licence

## Role Specific Knowledge, Skills, and Abilities

- Demonstrated senior leadership experience in water related infrastructure engineering and planning, feasibility studies, hydraulic modeling, project management methodologies and implementation initiatives.
- Ability to coordinate and manage multiple projects for a number of program areas and to meet required objectives and deadlines.
- Extensive knowledge in civil engineering, project management and delivery of capital projects.
- Knowledge of the Local Government Act and other legislation and regulations affecting water systems, operations and maintenance.
- Proven experience and demonstrated expertise in providing leadership and direction to professional and technical staff in a unionized staff, including motivating and mentoring, conducting performance appraisals, and carrying out grievance and disciplinary provisions of a collective agreement.
- Demonstrated ability to effectively deal with public officials and the public on a variety of issues.
- Excellent communication skills, including strong written, verbal and listening skills combined with effective and proven meeting facilitation and presentation skills.
- Experience in managing consultants and contracts.
- Operational knowledge of Worksafe BC regulations and the ability to plan and coordinate projects to ensure safety of employees, contractors, consultants and the public.
- Ability to prepare and present comprehensive technical reports and specifications.
- Advanced knowledge and experience with computers and Windows applications and other software related to design operations.

## Leadership Profile

CRD Leaders are champions for creating an accountable, high performance, service-oriented organization that makes a difference in our community. They pay attention to shifts and trends in an ever-changing and complex environment and think strategically to serve residents, businesses and local governments today while developing a sustainable organization for the future. The following is a leadership summary for this position.

Professional/Individual Contributor Level 5 (P5)

Leaders at this level are generally recognized as experts in their field, having developed depth and breadth of expertise in multiple related disciplines. They anticipate client needs and influence the development of innovative solutions, coordinating work outside their own area. These leaders participate in the development of business strategy and create innovative solutions that are consistent with organizational objectives. They present highly complex ideas and influence others. They provide leadership, mentoring and guidance to others, and develop and manage plans to solve the most complex problems, creating solutions that are both innovative and that meet organizational objectives.

While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. [Click here](#) for a complete definition of our Leadership Levels and Competencies.

**Leadership Competencies**

Thinks Strategically

Sees the Big Picture

Models Integrity

Is Accountable for Results

Understands the Politics

Builds Partnerships

**APPLICATIONS**

To apply for this exciting opportunity, visit <https://jobs.crd.bc.ca/job/Victoria-Manager-Water-Distribution-Engineering-and-Planning-Brit-V9B-1H7/594021317/> and please click "Apply now" to submit your resume and covering letter online after creating a profile.

We welcome all qualified applicants to apply and may consider a combination of experience, education and/or training where possible.

*The Capital Regional District wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.*