



Making a difference...together

# Leadership Opportunity

## Manager, Environmental Regulations

### *Parks & Environmental Services – Environmental Protection*

Competition	18/223
Status	Exempt Management
Salary Range	\$96,050 - \$113,000 annually (2018 rates)
Review of applications begins	4:00pm on October 22, 2018 but the position will remain open until filled.

#### **Position Purpose**

The Manager, Environmental Regulations is responsible for the planning, implementation and oversight of programs that reduce contaminant releases to the environment, associate with liquid and solid waste management services. The Manager will assist in developing and implementing systems, policies, and procedures for the Division.

#### **Key Accountabilities / Position Outcomes**

- Provides leadership, strategic direction and support to professional and technical staff in the development and delivery of regulatory, scientific and technical programs.
- Works collaboratively with other Divisions and service areas to ensure divisional strategy, operating and business objectives are well coordinated and resources are managed to create effective service delivery and a high performing team.
- Uses leadership, coaching, and employee development practices to create a highly engaged team of supervisors, professionals and staff with the knowledge, skills and abilities to be successful in their current role and future career development.
- Ensures policies, structures, systems, resources and management practices are in place and effective to support the Division.

#### **Qualifications**

- An undergraduate degree in a related science discipline plus eight to ten years related work experience preferably including experience working in regulatory framework (provincial/federal) for liquid and solid waste management and associated statutes. Or a Master's degree in a related science discipline with 5 to 7 years of related work experience. An equivalent combination of education and experience may be considered.

#### **Role-specific Knowledge, Skills & Abilities**

- Thorough knowledge of regulatory frameworks for liquid and solid waste management.
- Ability to establish and maintain effective working relations with staff, internal and external stakeholders including regulatory agencies.
- Knowledge of regional environmental strategies, functions and programs
- Demonstrated high degree of communication, leadership and interpersonal skills to develop, foster and maintain strategic partnerships with a wide range of internal and external groups.
- Demonstrated ability to coach, lead, mentor and supervise staff.
- Ability to apply research and analytical skills to evaluate services and program delivery
- A valid BC Driver's license is required.

## **Applications**

To apply for this exciting opportunity, please submit your resume and covering letter online at [www.crd.bc.ca](http://www.crd.bc.ca) under "[Careers](#)".

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



## Appendix – Leadership Profile

### **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.

### **Leadership Summary:**

Leaders at this level generally manage professional employees and/or supervisors, developing plans and coordinating resources to meet the operational objectives of the work group. They manage financial resources and use in-depth expertise in own field to resolve operational problems, improve effectiveness, and implement the functional strategies of the work unit.

### **CRD Leadership Competencies:**

*While CRD Leaders are accountable to all Leadership Competencies, the following have particular relevance to this position:*

#### **Sees the Big Picture**

Understands and helps others see the complexity of the CRD environment, including:

- Identifies connections, relationships and possibilities between and within different parts of the CRD
- Considers the impact of actions on other areas and/or the whole organization
- Helps others to connect current actions with the vision and strategic goals of the CRD
- Reviews and adapts plans to take advantage of emerging opportunities and to address changes in other areas.

#### **Is Accountable for Results**

Aligns the people, resources and systems necessary to deliver business results, including:

- Takes personal accountability for actions and outcomes in own area of responsibility
- Delegates appropriately to achieve results
- Empowers others to be accountable by setting clear outcomes, checking-in regularly, and providing mentoring to ensure goals are met
- Celebrates individuals/teams successfully delivering outcomes

#### **Focuses on Service**

Maintains a focus on service (internal and external) including:

- Solicits information and feedback from clients and uses it to continually improve service
- Ensures decisions and changes align with our core business and serve the client
- Models a personal commitment to making a difference for clients
- Empowers employees to be accountable by removing barriers to service
- Recognizes and rewards employees for finding ways to improve service

#### **Builds Partnerships**

Pulls people together to accomplish goals that could not be reached individually, including:

- Uses formal and informal networks to identify opportunities for collaboration
- Invites participation from diverse groups with common interests
- Balances consensus building skills with negotiation and influencing skills to achieve outcomes
- Empowers team members to take joint ownership of outcomes

## **Develops Others**

Develops organizational talent by engaging others in learning and growth opportunities, including:

- Uses a variety of formal and informal learning opportunities to get the most out of training and development budgets.
- Assigns challenging work that engages employees and prepares them for future success in the organization
- Supports others' learning by setting clear goals, securing required resources and providing mentoring and coaching
- Assigns high performers to mentor, coach and teach others