



Making a difference...together

Leadership Opportunity

Senior Manager, Water Infrastructure Operations

Integrated Water Services – Water Infrastructure Operations

Competition	20/041
Status	Exempt Management
Salary Range	\$133,447 to \$156,996 annually
Review of applications begins	4:00pm on March 18, 2020, but the position will remain open until filled.

Position Purpose

Reporting directly to the General Manager, Integrated Water Services and working collaboratively with other divisions within Integrated Water Services, the Senior Manager, Water Infrastructure Operations ensures the effective and efficient delivery of water treatment, transmission and distribution. This position ensures operations, projects and initiatives successfully meet appropriate regulatory guidelines and requirements, are economically sound, environmentally responsible and consistent with public health and safety.

Key Accountabilities / Position Outcomes

- Provides senior leadership, strategic direction and support to the Water Infrastructure Operations Division ensuring divisional goals and objectives are communicated, resourced appropriately, monitored and achieved.
- Ensures policies, structures, systems, resources and management practices are in place and effectively meet operational objectives.
- Acts to ensure compliance with regulatory and legal requirements while providing expertise to internal and external stakeholders and partners.
- Responsible for planning, delivering, monitoring and managing the budgets for the division.
- Uses leadership, coaching, and employee development practices to create a highly engaged team of professionals and staff with the knowledge, skills and abilities to ensure division goals and objectives are met, and future divisional needs are identified and addressed.
- 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

- A degree in Civil Engineering, related Engineering discipline, or related post-secondary education and ten (10) years' experience with emphasis on water treatment, transmission and distribution and at least 5 years of management experience. An equivalent combination of education and experience may be considered. Preferred candidates will be a member of Engineers and Geoscientists BC or Applied Science Technologists and Technicians of BC.

Role-specific Knowledge, Skills & Abilities

- Demonstrated senior leadership experience, preferably in a unionized environment.
- Exceptional motivation, team building, and interpersonal skills.
- Demonstrated senior experience and/or knowledge of water treatment, transmission and distribution operations and maintenance.
- Operational knowledge of WorkSafeBC regulations and the ability to plan and coordinate projects to ensure safety of employees, contractors, consultants and the public.
- Project management skills and the ability to manage multiple projects with diverse objectives and deadlines.
- Expert knowledge of public health and environmental protection regulatory and legal requirements related to the delivery of public drinking water.
- Exceptional technical writing skills and presentation skills.
- Ability to lead an infrastructure emergency or disaster response and lead emergency operations.
- Exceptional diplomacy, tact and communication skills including working with committees, negotiating with senior levels of government, liaising with politicians, and communicating scientific information to the public and at the political level.
- Ability to develop, monitor, manage and report on complex budgeting and financial accountability systems.
- Valid BC Driver's License.

Applications

To apply for this exciting opportunity, please submit your resume and covering letter online at 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: (L5)

Leaders at this level generally provide leadership and direction to multiple functional areas through lower level managers. Operating with a high level of autonomy and exercising considerable judgment, these leaders develop operational and financial objectives and they provide strategic direction and deploy resources to ensure business objectives are achieved. They leverage relationships with internal and external clients to identify business issues and support business needs, and use in-depth functional and business expertise to direct the resolution of highly complex or unusual business problems that cross functional lines.

CRD Leadership Competencies:

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

Thinks Strategically

Thinks strategically when analyzing issues, making decisions and prioritizing actions, including:

- Takes an organizational perspective
- Ensures client and stakeholder interests are considered
- Aligns decisions and actions with the CRD strategic plan
- Assesses social, economic and environmental trends for opportunities and challenges

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

Understands the Politics

Uses an understanding of the complexity and nuances of own political arena (internal and external) to gain stakeholder support, including:

- Communicates relevant and timely information and alternatives to help stakeholders make decisions
- Anticipates barriers and motivators for stakeholder support
- Balances the nature of communication between informing and influencing
- Uses an understanding of timing to take the right action at the right moment to gain stakeholder support

**note: internal stakeholders can include decision makers, those who allocate resources and/or superiors

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

Models Integrity

Inspires trust by maintaining high personal standards that align with the values and philosophy of the CRD, including:

- Follows through on commitments and communicates progress
- Invites input and displays a genuine interest in the ideas and concerns of others
- Cultivates an open, respectful and transparent work environment
- Demonstrates humility by admitting errors and learning from mistakes