



DIRECTOR OF PUBLIC WORKS

CLOSING DATE- 6 MAY 2026

THE OPPORTUNITY

At the **Town of Oromocto**, we believe our people are the foundation of our success. We are currently seeking a visionary and high-integrity leader to serve as our **Director of Public Works**. As the "engine room" of our municipal operations, you will provide the strategic oversight necessary to maintain the Town's essential services, including Roads & Grounds, Water & Sewer, Parks & Sports Facilities, Building Maintenance, and our Fleet Garage.

The Director of Public Works is the strategic leader and administrative anchor for the Town of Oromocto's infrastructure, ensuring a safe, functional, and resilient physical environment. Beyond technical oversight, the Director is the **primary champion of a robust health and safety culture**, instilling a "safety-first" identity that empowers field crews and prioritizes both physical and mental well-being in high-stakes, 24/7 environments.

As a vital bridge between municipal goals and the "boots on the ground" workforce, the Director fosters a professional and equitable workplace by balancing **collective bargaining needs** with fiscal realities. This role is central to **personnel management**, focusing on mentorship and succession planning to preserve institutional expertise.

Collaborating closely with the Director of Engineering Services and Capital Projects, the Public Works Director is a **proactive driver of change management**, leading the transition from reactive maintenance to data-driven **Asset Management** through digital workflows and sustainable "green" technologies. Simultaneously acting as a high-level **fiscal steward**, the Director maximizes tax dollars through rigorous Capital Improvement Planning (CIP) and lifecycle cost analysis, ensuring the Town's infrastructure is maintained sustainably and responsibly for the future.

WHY OROMOCTO

Oromocto is located within the Capital Region of New Brunswick and is home to the Canadian Forces Base Gagetown, one of the largest military training centres in the Commonwealth. Over 25,000 consumers live within a 10 km radius. The Town of Oromocto provides all the advantages of a well-serviced urban centre yet prides itself on having small-town ambiance. Its multitude of trails, parks, and rivers is an outdoor enthusiast's dream and contributes to the overall quality of life. Oromocto is just minutes from the international airport, 15 minutes from Fredericton and an hour from the City of Saint John. We are a vital community with outstanding municipal services, a reliable labour force and an exciting quality of life.

WHAT WE OFFER

- 1.25 days/month of vacation
- 1.50 days/month of sick credits
- Defined Benefit Pension Plan

- Comprehensive benefits package or Benefit Allowance
- Opportunities for professional development and training
- Employee and Family Assistance Program (EFAP) and services

QUALIFICATIONS/SKILLS

Essential Qualifications:

- Education/Experience: Bachelor's degree in, Civil Engineering, Public Administration, Business Administration, or a related field. (Master's Degree would be an asset)
- Leadership Experience: Minimum of 10+ years of progressive leadership experience in Public Works or related field, with at least 5+ years in a senior management role.
- Fiscal Mastery- Advanced knowledge of capital/operating budgeting, lifecycle cost analysis, and grant administration.

Preferred Qualifications:

- Project Management: Project Management Professional with a focus on workplace and organizational efficiency such as Lean Sigma Six or equivalent is considered a strong asset.
- Sector Expertise: Proven success in a municipal setting, including experience managing large-scale budgets and navigating unionized labor environments.
- Professional Designation in one of the following: Professional Engineer (P. Eng or P.E.), Canadian Registered Safety Professional (CRSP), Certified Safety Professional (CSP) or other certifications that ensure technical oversight knowledge.
- Industry Certifications: Certified Public Works Professional (CPWP) or equivalent.
- Deep understanding of Occupational Health and Safety and Environmental Regulations.
- High emotional intelligence for conflict resolution, political navigation and public relations.
- High professional and ethical standards for handling confidential information.
- Excellent organizational, time-management and multi-tasking skills.
- Experience with automated software applications and other systems.
- Proficient in use of Microsoft Office products (Excel, Outlook, PowerPoint, Teams, Word)
- Valid Driver's License with a clean abstract.
- Satisfactory criminal record check.

CORE EXPECTATIONS OF ROLE:

- Safety Identity: Establish a "Safety First" culture that moves beyond mere compliance, empowering every employee to "stop the job" if a hazard is identified.
- Systemic Oversight: Implement rigorous training, regular safety audits, and "near-miss" reporting systems that reward transparency.
- Mental Health Advocacy: Promote wellness programs that recognize the physical and mental toll of 24/7 on-call duties and emergency response.
- Succession Planning: Identify and mentor the next generation of supervisors and managers to prevent institutional "brain drain."
- Labor Relations: Serve as a steady hand in union environments (CUPE Local 996), balancing collective bargaining needs with municipal fiscal realities.
- Technical Empowerment: Ensure staff are equipped with the modern tools and training required to manage increasingly complex infrastructure technology.

- Modernizing Workflows: Guide the department from paper-based systems to digital workflows (GIS/CMMS) to track real-time asset health.
- Sustainability: Lead the adoption of "green" infrastructure, such as electric fleets and climate-resilient pavements.
- Process Improvement: Audit internal workflows to reduce "red tape" and improve citizen request response times.
- Visibility: Maintain a presence at job sites and maintenance yards to understand the daily challenges faced by field crews.
- Internal Communication: Bridge the gap between high-level Town Council goals and the practical reality of daily maintenance.
- Conflict Resolution: Act as the final mediator for internal disputes to ensure a fair workplace that maximizes morale and minimizes turnover.
- Capital Improvement Planning (CIP): Together with senior management team you will develop 5–10 year financial roadmaps to ensure a strong asset management process and to work on securing funding for critical repairs before they become high-cost emergencies.
- Budgetary Discipline: Implement strict internal controls to monitor spending while maintaining the flexibility to reallocate funds during natural disasters.
- Grant & Revenue Optimization: Partner with the Funding Coordinator to secure federal/provincial grants to offset local tax burdens.
- Lifecycle Cost Analysis: Shift focus from "lowest bid" to "total cost of ownership" to ensure long-term sustainable fiscal health.
- Procurement Integrity: Oversee transparent, competitive bidding processes to ensure high-quality results and regulatory adherence.

SALARY/HOURS:

This is a permanent full-time position, Monday – Friday with occasional hours required outside the standard work week. Salary is commensurate with the Salary Administration Policy for Non-Unionized Employees, Pay Band 7 (\$99, 745.00 to \$124, 681.00)

Please submit a cover letter and resume as well as any supporting certifications or references demonstrating how you have acquired the qualifications for this position no later than **8:00 am on Wednesday, May 6th, 2026** to: HR@oromocto.ca with subject line: **Director of Public Works- “Your Name”**.

The Town of Oromocto is an equal opportunity employer. We thank all applicants for their interest; however, only those selected to move forward with an assessment and/or an interview will be contacted.

For further information, please contact Heidi Lawless-Anderson by e-mail at hlawless-anderson@oromocto.ca