

Job Title: Manager Dam Surveillance Projects

Leadership Opportunity

Req ID: 1252

Business Unit: Infrastructure and Water Services

Division: Infrastructure Planning and Engineering

Regular/ Auxiliary: Regular

Rate of Pay: \$115,323.32 - \$135,674.27 yearly

Hours of Work: 70 hours bi-weekly

Posting Date: January 24, 2025

Closing Date: Open until filled, review of submissions will begin on February 18, 2025

Position Purpose

This position provides leadership, professional and technical expertise, and project management oversight to support the management of the Integrated Water Services (IWS) department's Dam Safety Program. This position provides expertise and direction with a focus on dam surveillance while also managing and leading dam engineering projects and regulatory compliance initiatives. The IWS department is developing a comprehensive Dam Safety Management System and manages 23 dams within the region for the purpose of drinking water supply.

Key Accountabilities/Position Outcomes

- Provides technical leadership and expertise related to dam safety, dam surveillance and regulatory compliance activities for a large, complex portfolio of dams.
- Responsible for dam safety improvement initiatives, and exercises authority over staff and consultants to ensure efficient delivery of capital projects and compliance with relevant legislation, guidelines, agreements, policies, and procedures.
- Provides professional and technical expertise on complex dam safety issues, including researching information, consulting with external agencies, and identifying and implementing solutions.
- Leads and manages dam safety related operating and capital projects, including forecasting and prioritizing projects while ensuring consistent application and management best practices related to asset and risk management.
- Uses diplomacy, tact and strong written/verbal communication, presentation and relationship building skills to maintain strong relationships with partners, regulatory authorities, elected officials, environmental agencies, and the general public.
- Leads, manages, and conducts dam safety related studies, assessments, and reviews.
- Responsible for the strategic direction and oversight of dam safety projects, including coordination of resources, managing risk, monitoring finances, and making sure that each phase of the project starts and ends on schedule.
- Provides technical and professional expertise related to procedures and processes to continually improve the Dam Safety Management System.
- Provides Professional Engineer authentication (sign off) of documents for engineering planning and design work, as required.

- Leads and manages initiatives with a focus on project planning, documentation, risk mitigation, communications, and project implementation.
- Ensures Capital Projects are well defined and completed with a commitment to project deliverables and organizational objectives as well as an ongoing commitment to project management principles.
- Provides leadership and participates in responding to potential dam safety emergencies.
- 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

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 experience providing professional and technical expertise as well as management direction to professional and technical staff in a unionized environment, including motivating and mentoring, and conducting performance appraisals.
- Demonstrated technical experience in dam safety engineering and planning, including dam safety reviews, risk registries, and developing a Dam Safety Management System.
- Ability to coordinate and manage multiple projects within the Dam Safety Program to meet required objectives and deadlines.
- Extensive knowledge in project management and delivery of capital and planning projects.
- Advanced knowledge of federal/provincial/municipal regulations, legislation, codes, standards and guidelines related to water supply dams.
- Demonstrated knowledge related to dam surveillance systems, hydro-mechanical systems and seismic rehabilitation of dams and spillways will be considered a key asset.
- Ability to lead, undertake and provide expertise with hydrology studies and assessments.
- Knowledge of the Local Government Act and other legislation and regulations affecting water systems, operations, and maintenance.
- 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.

- Knowledge and training with British Columbia's Incident Command System (ICS) and participation in dam emergency training and exercising of Dam Emergency Plans.
- Understanding of Canadian Dam Association (CDA) Dam Safety Guidelines and familiarity with U.S and International dam safety guidance documents.
- Ability to prepare comprehensive technical reports and specifications.
- Advanced knowledge and experience with computers and Windows applications and other software related to delivering technical work.

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 3 (P3)

Leaders at this level are generally recognized as fully qualified professionals who apply their in-depth knowledge and experience and best practice in their own discipline to respond to a wide range of moderately complex and complex problems and situations. They interpret and respond to client needs and improve products or services in their own area. Working with minimal direction, they monitor and control costs within their own work, explain difficult issues to establish consensus, and promote teamwork, potentially coaching and guiding others.

While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. View <https://www.crd.bc.ca/docs/default-source/hr-pdf/leadership-summaries-and-competencies.pdf> for a complete definition of our **Leadership Levels and Competencies**.

Leadership Competencies

Builds Partnerships

Is Accountable for Results

Models Integrity

Sees the Big Picture

Thinks Strategically

Understands the Politics

APPLICATIONS

To apply for this exciting opportunity, visit <https://jobs.crd.bc.ca/job/Victoria-Manager-Dam-Surveillance-Projects-Brit-V9B-1H7/588831517/> please click "Apply now" to submit your resume and covering letter online.

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.*