

Director, Asset and Maintenance Management

Division:	Business & Asset Management Standards Group (BAMS), Corporate, Ontario Clean Water Agency
Location:	2085 Hurontario Street, Suite 500, Mississauga, ON (Hybrid Work Model)
Job Term:	1 Permanent
Job Code:	Prog Planning & Evaluation08 (M1108A)
Salary:	\$90,348 - \$137,895 per annum
Posting Status:	OPEN
File No:	OCWA-100-23-INO
Job ID:	199236

The Ontario Clean Water Agency (OCWA) believes in Our Communities, Our Environment and Our People. As a trusted partner to municipalities, First Nations communities, businesses, governments and institutions across Ontario, we provide our clients with total solutions in water and wastewater.

We are dedicated to working closely with our clients to help them build healthy sustainable communities and organizations and provide safe and reliable drinking water to thousands of Ontarians each day.

Join the management team at the Ontario Clean Water Agency (OCWA) in an exciting opportunity to lead and inspire a dynamic team in the provision of safe, client oriented, and valuable water and wastewater management services in the province of Ontario.

Asset Management and the Work Management System (WMS) is one of OCWA's core strategic focus areas to best support the communities that we serve. You will lead a team that enables the Agency to develop and deliver the asset management program, maintenance tactics and process delivery via the WMS. You will collaborate and partner with all business groups, specifically the Operations division, while working to enhance and implement continual improvements related to asset management data stewardship, maintenance services and long term planning. You will get the opportunity to work with staff at all levels at the Agency and oversee and manage the planning, development, evaluation and implementation of the Asset Management and WMS strategic program. You will lead and direct stakeholder relations, consultations, engagement, risk and issues management, and facilitation and to oversee partnership and consensus building. You will also get the opportunity to represent OCWA in industry associations and conferences with a focus on Asset Management and Maintenance Management. You will provide expertise and advice to OCWA in continuing to imbed the WMS program in all Operations and Maintenance services delivered as well as a focus on interconnections with other applications utilized to make key business decisions in direct support of Operations and supporting business groups.

What's in it for you?

- Flexible learning and development opportunities.

- Opportunities for career advancement and specialization with the largest provider of water and wastewater services in Ontario.
- Work with the partner of choice for more communities than any other water and wastewater service organization in Ontario for over 30 years.
- Work with an organization committed to innovation and advanced technology.
- A defined benefit pension plan; Comprehensive Health Plan; Life and Disability Insurance.
- Maternity and parental leave top-up benefits including for adoptive parents.

What can I expect to do in this role?

Reporting to the Vice President of Innovation and Infrastructure Solutions (I&IS), in this role you will:

- Provide direction and project management oversight to the development of program strategy and framework to support the delivery of key Agency/organization policy and regulatory mandate in water and wastewater.
- Provide advice and program planning and management expertise to senior management on program directions and risk analysis that impact the achievement of the Agency's program commitments.
- Oversee the design and establishment of program review models, evaluation processes and methodologies that are consistent with standards, best practices and modern data stewardship, ensures accountability and excellence in regulatory products and processes and promote data integrity.
- Lead projects to research, analyze and develop business change management options/proposals and strategies to maximize the effectiveness of programs and service delivery.
- Develop and direct critical relationships, sustainability and revitalization strategies to coordinate program delivery and program review processes; facilitate consultations; and address program delivery issues.
- Oversee the monitoring, analysis and research of trends and complex issues in relevant areas, provides advice and recommendations and participates in the development and implementation of policy directions and business strategies.
- Lead the development and implementation of communication strategies and products to promote the program, mitigate identified risks, manage critical and emerging issues and ensure stakeholders are kept informed of the new programs to support the implementation.
- Manage the analysis, prioritization and response to all issues and the preparation of formal replies, issue/briefing notes, comprehensive reports, consultation/discussion papers, and strategic communications.
- Lead and represent the Agency in negotiations related to partnership and contractual agreements with stakeholders, manage and coordinate activities related to negotiations, design and risk assessment to ensure policies adhere with Agency's strategic objectives, and agreements in accordance with financial accountability and compliance mechanisms.
- Find methods and solutions to integrate the WMS program to direct support Agency's strategic priorities including but not limited to Health and Safety, Regulatory Compliance

across many jurisdictional bodies, Innovation and Optimization, Emerging Trends, Climate Change and Best in Class O&M service deliveries.

- Support direction setting and growth of the Agency by contributing and working in a team environment.
- Bring forth asset management, work management and asset investment solutions and challenges for a collaborated solution by working closely with OCWA's Business Transformation Program and Information Management Office to support OCWA's path of setting new strategic directions and ongoing commitment to continual improvement.

What we are looking for:

Knowledge:

- Excellent technical knowledge of strategic corporate directions, annual business planning, and Operations and Maintenance service delivery models.
- Extensive knowledge and experience in related fields of asset management, maintenance management, and operations and maintenance service delivery business.
- Knowledge of financial, administrative and procurement policies and directives to plan and manage fiscal and material resources including reviewing and approving budgets, managing facilities, assets, and contract service providers, leading long range fiscal planning, and regular financial reporting.
- Knowledge of human resources theories, principles, policies and collective agreements to develop organizational capacity which includes succession planning, talent management, organization and job design and labour relations management.
- Knowledge of project management principles and methodologies to oversee and guide the overall delivery of mandates and strategies.
- Good understanding of resource management and business process and change management principles, practices, processes and techniques.
- Technical understanding of operations and maintenance and asset management principles within the water, wastewater and storm water sectors.
- Demonstrated background in the implementation and development of software systems to support maintenance management, asset management and capital planning.
- Understanding of ISO principles and practices and ability to implement attributes into programs and policies. Specific knowledge of related ISO programs for H&S, Asset Management and Environmental would be of benefit.

Leadership and Operational Management Skills:

- Ability to exercise managerial and strategic leadership accountability and authority in the areas of organizational design, recruitment and retention, talent management, labour relations and compensation related matters.
- Skills and experience in developing and overseeing strategic plans, policy and program initiatives.
- Demonstrated skills in developing, building and leading organizational capacity through inclusive, positive, and values-based leadership.

Relationship Management, Advisory, and Communication Skills:

- Demonstrated relationship management and consultation skills to develop and nurture key stakeholder linkages and partnerships which are critical to effective program development and delivery.
- Effective communication and interpersonal skills to provide strategic advice and program proposals, briefs, and recommendations to senior management and executives on operational policy/ program area plans, proposals and issues resolution.
- Ability to exercise independence and judgment in the development of program/service plans including delivery/implementation to meet strategic business objectives and priorities and in the provision of advice and recommendations to Senior Management.

Analytical Thinking and Project Management skills:

- Strong analytical skills to conceptualize long term strategic and resources planning needs to meet program mandates, and anticipates, assesses, plans and leads the design and evaluation of programs.
- Knowledge of project management principles and methodologies to oversee and guide the overall delivery of regional mandates and strategies.

OPS Commitment to diversity, inclusion, accessibility, and anti- racism:

We are committed to build a workforce that reflects the communities we serve and to promote a diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable workplace.

We invite all interested individuals to apply and encourage applications from people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

Visit the [OPS Anti-Racism Policy](#) and the [OPS Diversity and Inclusion Blueprint](#) pages to learn more about the OPS commitment to advance racial equity, accessibility, diversity, and inclusion in the public service.

We offer employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](#). Refer to the application instructions below if you require a disability-related accommodation.

How to Apply

1. You must apply by e-mail.
2. You must show how you meet what we are looking for clearly, completely and concisely; we rely on the information you provide to us.
3. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
4. Send resume with covering letter (PDF format preferred) saved as JOB ID – First Last Name.

Send application/resume with covering letter (PDF format preferred) saved as "First Last Name"
to:

Ontario Clean Water Agency
Hiring Manager: Iman Hashemi
Attention: Anuja Chhabra
Email: achhabra@ocwa.com

Posting Date: May 11, 2023
Closing Date: May 24, 2023

Ontario Clean Water Agency is an inclusive employer.
We will accommodate your needs under the Ontario Human Rights Code

The Ontario Clean Water Agency is an agency of the Province of Ontario, reporting to the Ministry of the Environment, Conservation and Parks. As the largest provider of water and wastewater services in Canada, we manage over 800 facilities from small well systems and lagoons to large water and wastewater treatment plants. Consider this opportunity if you are a motivated, team oriented individual seeking a career in the water and wastewater industry.

Note: Thank you for your interest, we will contact you only if we choose you for further screening or an interview.

