

## Deputy County Engineer

<b>Employment Status:</b>	Permanent, Full-time
<b>Compensation Range:</b>	\$78.78 – \$92.16 (hourly) \$143,380 - \$167,731 (salary) Band 11 – Non-Union Group
<b>Hours:</b>	35 hours per week
<b>Location:</b>	London, ON

### POSITION OVERVIEW

Reporting to the County Engineer, the Deputy County Engineer serves as a senior operational and organizational leader responsible for supporting the continued evolution, performance, and long-term sustainability of Middlesex County Transportation Services.

The Deputy County Engineer provides strategic leadership in transportation infrastructure, operational planning, workforce development, asset management, and service delivery while supporting ongoing enhancement of service area systems, operational practices, processes, and service delivery approaches.

### QUALIFICATIONS

- University degree in Civil Engineering or related engineering discipline.
- Current registration as a Professional Engineer (P.Eng.) in Ontario and in good standing with Professional Engineers Ontario.
- Minimum seven to ten years of progressively responsible experience in municipal transportation or infrastructure engineering.
- Experience leading multidisciplinary teams, projects, consultants, contractors, and organizational initiatives.
- Experience implementing technology systems, GIS tools, workflow enhancement initiatives, asset management software, or business process improvements is strongly preferred.
- Experience with municipal procurement, contract administration, and public-sector project delivery.
- Project Management Professional designation, leadership training, Lean certification, supervisory training, or related education would be considered an asset.
- Valid Ontario Class G driver's license with a clean driver's abstract and access to reliable transportation.
- and confidential information.
- Current Criminal Record Check that is satisfactory to the Middlesex County.

### WHY CHOOSE MIDDLESEX COUNTY?

Middlesex County is a vibrant upper-tier municipality located in Southwestern Ontario. We offer a thriving business climate, easy access to transportation routes, and quality of life with exceptional healthcare facilities, affordable housing, an array of educational opportunities and bountiful recreation and cultural choices in a picturesque setting. The County's administration headquarters are located in London, but Middlesex County is comprised of unique villages, towns and rural communities that have great attractions for residents and tourists. At Middlesex County, you will have a chance to make an impact in your everyday work and build lasting relationships in the communities in which we live and serve. We offer a culture that values inclusion, diversity of thought, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

*We are an equal opportunity employer committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.*

### HOW TO APPLY

If you are interested in this opportunity, please submit your **cover letter and resume** by email to [hr@middlesex.ca](mailto:hr@middlesex.ca) by **4:30 p.m. on June 18, 2026**.

**Existing Vacancy:** we are currently hiring a candidate for an existing vacancy.

**Artificial Intelligence:** we do not use AI to screen, assess, or select candidates.

We thank all applicants who apply, but only applicants interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act. It will be used for selection purposes only.

### WHAT WE OFFER

Flexible Work Opportunities  
OMERS Pension Plan  
Employee & Family Assistance Program

### VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>



## MIDDLESEX COUNTY POSITION DESCRIPTION

**TITLE:** Deputy County Engineer  
**DEPARTMENT:** Transportation Services  
**REPORTS TO:** County Engineer  
**EFFECTIVE DATE:** May 2026  
**POSITIONS SUPERVISED:** Transportation Services staff, consultants, contractors, students, and project teams assigned through direct or indirect supervision or coordination.

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### POSITION SUMMARY:

Reporting to the County Engineer, the Deputy County Engineer serves as a senior operational and organizational leader responsible for supporting the continued evolution, performance, and long-term sustainability of Middlesex County Transportation Services.

The Deputy County Engineer provides strategic leadership in transportation infrastructure, operational planning, workforce development, asset management, and service delivery while supporting ongoing enhancement of service area systems, operational practices, processes, and service delivery approaches.

The role plays a key leadership function in supporting a progressive and high-performing Transportation Services team through implementation of standardized policies, written procedures, technology-enabled workflows, performance measurement systems, and evidence-based decision-making practices.

In addition to technical engineering responsibilities, the Deputy County Engineer provides leadership and mentorship to staff, supports organizational initiatives, promotes innovation and continuous improvement, and acts as a strategic partner in advancing service area and corporate priorities.

The Deputy County Engineer is expected to act not only as a technical engineering resource but as a visible organizational leader who contributes to the continued development of a progressive, adaptive, and future-focused Transportation Services.

### PRIMARY JOB DUTIES & RESPONSIBILITIES:

#### Leadership, Organizational Development and Continuous Improvement

- Provides leadership in supporting the ongoing evolution of Transportation Services through implementation of organizational priorities, service enhancements, and operational initiatives.

- Establishes and promotes a culture of accountability, collaboration, innovation, and service excellence.
- Provides leadership, coaching, mentorship, and performance support to staff while fostering professional development, succession planning, and workforce capacity.
- Supports organizational initiatives and assists staff through implementation of technology, process improvements, operational enhancements, and evolving service expectations.
- Leads continuous improvement initiatives by identifying opportunities to enhance coordination, streamline workflows, improve communication, and strengthen service delivery.
- Develops and monitors key performance indicators, service metrics, operational dashboards, and reporting systems to support evidence-based decision-making and accountability.
- Leads development and implementation of departmental policies, standard operating procedures, written workflows, operational manuals, and service frameworks.
- Supports implementation of recommendations arising from strategic initiatives, service reviews, organizational studies, and transportation assessments.
- Supports review of existing practices and contributes to implementation of emerging best practices and evolving industry approaches while respecting institutional knowledge.
- Works collaboratively across service areas to improve communication, coordination, and integrated service delivery.

#### Transportation Engineering and Infrastructure Leadership

- Supports the County Engineer in the overall leadership and delivery of County engineering and transportation services.
- Coordinates and manages transportation infrastructure programs including roads, bridges, culverts, drainage systems, traffic control, and associated infrastructure assets.
- Manages engineering projects through planning, design, procurement, tendering, construction administration, inspection, commissioning, and project close-out.
- Oversees engineering drawings, specifications, cost estimates, technical reports, schedules, and contract documentation in accordance with County standards, OPSS requirements, and applicable legislation.
- Monitors project scope, schedule, budget, quality, risk, and implementation progress while recommending corrective actions where required.
- Supports development of annual and long-range capital programs, operating budgets, lifecycle forecasts, and asset management initiatives.
- Coordinates procurement activities, consultant selection processes, contract administration, tender evaluations, change management, claims administration, and payment certification.
- Reviews subdivision, site plan, utility corridor, and development applications



affecting County infrastructure and provides technical recommendations.

- Supports long-term infrastructure planning, transportation studies, and future service requirement assessments.

### Technology, Data, and Modernization

- Supports ongoing enhancement and effective use of technology, GIS systems, asset management platforms, digital field tools, and operational software.
- Supports implementation and continuous improvement of transportation technologies and business systems.
- Promotes effective use of operational data and analytics to support planning, service optimization, and decision-making.
- Supports review and optimization of GPS data, fleet information, operational metrics, and performance trends.
- Encourages innovation and adoption of technologies that improve service efficiency and organizational effectiveness.

### Strategic Planning and Service Delivery

- Supports review of service delivery models and identifies opportunities for efficiencies and organizational improvements.
- Participates in long-term workforce planning and organizational capacity discussions.
- Supports planning related to operational facilities, decentralized service delivery, and future organizational growth.
- Evaluates current service levels and recommends improvements based on operational realities, legislative requirements, community expectations, and Council priorities.
- Supports applications for grants and external funding opportunities.

### Interest-Holder Relations and Communication

- Prepares and contributes to Council reports, presentations, strategic recommendations, and management correspondence.
- Liaises with local municipalities, provincial agencies, utility companies, emergency services, developers, conservation authorities, interested parties, and members of the public.
- Responds to inquiries, concerns, and complaints in a timely and solutions-focused manner.
- Builds collaborative relationships with internal and external partners to advance County objectives.

### Corporate and Operational Responsibilities

- Participates in emergency response, after-hours callouts, and incident



management related to transportation infrastructure and operational issues.

- Acts for the County Engineer as assigned.
- Promotes workplace safety and compliance with all applicable legislation and County policies.
- Ensures departmental records, data, and documentation are maintained in accordance with legislative requirements and corporate standards.
- Performs other related duties and special projects consistent with the position.

These describe the general nature and level of work being performed and are not intended as an exhaustive list of duties.

## **MINIMUM QUALIFICATIONS:**

### Education & Experience

- University degree in Civil Engineering or related engineering discipline.
- Current registration as a Professional Engineer (P.Eng.) in Ontario and in good standing with Professional Engineers Ontario.
- Minimum seven to ten years of progressively responsible experience in municipal transportation or infrastructure engineering.
- Demonstrated leadership experience within municipal, transportation, infrastructure, or public works environments.
- Experience leading multidisciplinary teams, projects, consultants, contractors, and organizational initiatives.
- Demonstrated experience leading organizational initiatives, service enhancements, operational improvements, or change management activities.
- Experience developing written policies, procedures, governance frameworks, and operational standards.
- Experience with asset management, capital planning, lifecycle analysis, budgeting, and long-term infrastructure planning.
- Experience implementing technology systems, GIS tools, workflow enhancement initiatives, asset management software, or business process improvements is strongly preferred.
- Experience with municipal procurement, contract administration, and public-sector project delivery.
- Project Management Professional designation, leadership training, Lean certification, supervisory training, or related education would be considered an asset.
- Valid Ontario Class G driver's license with a clean driver's abstract and access to reliable transportation.

### Knowledge, Skills and Abilities

- Strong leadership and people management abilities.
- Strong emotional intelligence and demonstrated ability to build trust and lead



change.

- Excellent communication, presentation, and relationship management skills.
- Ability to influence, coach, mentor, and support organizational growth.
- Strong strategic thinking and organizational planning abilities.
- Effective analytical, problem-solving, and decision-making skills.
- Strong understanding of municipal infrastructure operations and transportation systems.
- Strong understanding of asset management principles and performance measurement.
- Commitment to accountability, integrity, continuous improvement, and respectful leadership.
- Ability to balance operational realities with long-term strategic priorities.
- Strong political acuity and ability to work effectively within a municipal environment.

#### **WORKING CONDITIONS:**

- Works in a combination of office, meeting, field, and operational environments.
- Exposure to roadsides, bridges, construction sites, operational facilities, traffic, weather conditions, and uneven terrain.
- Required to travel throughout Middlesex County and occasionally outside the County.
- Regular work week consists of 35 hours; however, evening meetings, emergency response, and additional hours may be required.
- Participation in after-hours operational response and emergency situations may be required.