



TOWN OF GANDER
Manager of Engineering and Capital Projects
Competition # TOG2026-011

The Town of Gander is currently accepting applications for a Permanent Full-Time Manager of Engineering and Capital Projects position within the Planning and Public Works Department.

WHY WORK FOR THE TOWN OF GANDER

- Opportunity to influence infrastructure and community development in one of Newfoundland and Labrador's central service hubs
- Diverse and meaningful work spanning engineering, development, and municipal services
- Collaborative and supportive team environment
- Commitment to professional development and continuous improvement
- Balanced mix of office-based and field work in a close-knit community setting

POSITION IDENTIFICATION

The Town of Gander is seeking a progressive and collaborative professional to join our team as Manager of Engineering and Capital Works.

Reporting to the Director of Planning & Public Works, this position is responsible for overseeing the delivery of municipal engineering, infrastructure, and technical services. The Manager leads a multidisciplinary team and provides technical expertise in the planning, design, construction, and maintenance of municipal infrastructure, while supporting sustainable community growth.

This role plays a key part in advancing the Town's priorities in asset management, infrastructure renewal, climate resilience, service modernization, and serves as a key liaison with Council, consultants, contractors, regulatory agencies, and the public.

MAJOR DUTIES & RESPONSIBILITIES

Leadership & Operations

Provide leadership, direction, and supervision to staff responsible for engineering design, development control, GIS, technical services, and related functions; Foster a collaborative, inclusive, and high-performance team culture; Support employee development, performance management, and succession planning; Act as designate for the Director as required.

Engineering & Infrastructure

Plan, design, and oversee municipal infrastructure projects, including roads, water and wastewater, buildings, and public assets; Prepare and review engineering designs, technical specifications, cost estimates, and tender documents; Oversee construction projects, ensuring compliance with scope, schedule, budget, and quality standards; Review and approve consultant work, progress claims, and project deliverables; ArcGIS, CAD, Software systems; Familiarity with applicable standards and regulations, including: Municipal water, sewer, and road standards, Department of Transportation and Works Specifications, National Building Code of Canada, Town of Gander's Design Standards for Streets and Subdivisions.

Asset Management & Capital Planning

Support and maintain the Town's asset management program, including lifecycle planning and condition assessment; Contribute to development and implementation of multi-year capital plans; Utilize data and performance metrics to inform infrastructure investment decisions.

Climate Resilience & Sustainability

Support initiatives related to climate adaptation, infrastructure resilience, and sustainable service delivery; Incorporate best practices in stormwater management, environmental protection, and infrastructure design.

Digital Systems & Service Modernization

Support and enhance use of GIS, permitting systems, and asset management software; Contribute to continuous improvement initiatives and modernization of municipal services.

Procurement & Contract Management

Lead procurement processes in accordance with municipal policies and applicable trade agreements; Oversee contract administration, including contractor performance, risk management, and issue resolution.

WORKING CONDITIONS

Manual dexterity required to use desktop computer and peripherals; Overtime as required; Lifting or moving up to 50lbs may be required; Typically, favourable and in an office setting; Some field work may be required.

EDUCATION AND EXPERIENCE

Degree in Engineering in related municipal discipline (civil, structural, mechanical, etc.); Registration as a Professional Engineer (P.Eng.) with Professional Engineers and Geoscientists Newfoundland and Labrador (PEGNL), or eligibility for registration; Equivalent combinations of education, technical training, and related experience may be considered. Eligibility for certification with the Association of Engineering Technicians and Technologists of Newfoundland and Labrador (AETTNL) as a Certified Engineering Technologist (C.E.T.); Minimum of three (3) to five (5) years of progressively responsible experience in municipal engineering, infrastructure management, public works, or technical services; Project Management certification (e.g., PMP) or demonstrated experience leading and coordinating projects is considered an asset.

KNOWLEDGE, SKILLS and ABILITIES

Leadership and team development; Project and program management; Analytical thinking and problem-solving; Effective communication and stakeholder engagement; Conflict resolution and decision-making; Organizational and time management skills; Knowledge of municipal infrastructure design and construction practices; Proficiency with Microsoft 365.

OTHER

Must have valid Class 5 Newfoundland and Labrador driver's license; Clear certificates of conduct including an RCMP Criminal Record Check and a Provincial Court Check, is a condition of employment.

SALARY: Non-Unionized position, 35 hours/week - \$92,001 - \$104,433

Interested and qualified applicants are invited to submit their **cover letter and resume** on or before Friday, July 31, 2026, to the attention of:

Human Resources

Town of Gander

100 Elizabeth Drive

Gander, NL, A1V 1G7

Email: humanresources@gander.ca

Please note: The Town of Gander appreciates all applicants for their interest, however, only individuals selected for interviews will be contacted.