



DIRECTOR, COMMUNITY INFRASTRUCTURE

CITY OF AIRDRIE

AccessHR is excited to partner with the **City of Airdrie** for the recruitment of a full-time, permanent, **Director, Community Infrastructure**. This opportunity is due to an upcoming retirement and offers transition time with the current Director.

ABOUT AIRDRIE

Airdrie is located just north of Calgary, Alberta with its southern boundary just a few kilometers from Calgary's northern boundary. It is one of the fastest growing cities in Canada and is projected to continue to grow rapidly due its proximity to Calgary and a large land annexation from nearby Rocky View County in 2012.

Airdrie is a vibrant and caring community rich in urban amenities and opportunities for everyone. With a population approaching 100,000 and an average age under 35 years old, Airdrie is the 5th largest city in Alberta and is predicted to move into the #3 position, after Calgary and Edmonton, within the next few years.

Airdrie is also ideally situated within an easy drive to the Rocky Mountains and the recreational and amenity choices of Calgary as a major urban centre. Residents here also enjoy excellent proximity to the Calgary International Airport.

ABOUT THE CITY OF AIRDRIE

Through the commitment and caring of our 800 employees, we are dedicated to our mission of Create, Serve, and Care. Our core values of Open Dialogue, Collaborative Relationships, Learning, Ownership, Innovation & Entrepreneurial Spirit, and Encourage the Heart, support the achievement of our Mission.

Our inclusive culture creates a workplace that welcomes aspiring, driven, and creative individuals to help us accomplish our business and community goals. We are supportive of one another, and we have fun while we serve our community. We are also passionate about improving the lives of our residents through care and respect. At the City of Airdrie, we learn, grow, and accomplish great things together.

POSITION DESCRIPTION

The Director, Community Infrastructure, reports directly to the City Manager, is a key member of the 5-member Executive Leadership Team (ELT), and is responsible for defining and driving the strategic vision and direction of the City's infrastructure portfolio. As part of the ELT, the Director also contributes to shaping organizational culture and ensuring operational excellence.

The Director leads a team of capable and dedicated managers who bring expertise and genuine care to their work across a broad portfolio including Engineering, Capital Projects, Roads, Parks, Water Services, Waste & Recycling, Fleet, Building Maintenance, and Asset Management.

This role requires a technology-forward, data-driven leader who uses metrics, analytics, and innovation to guide infrastructure planning and performance. They will regularly interact with Council and regional partners to ensure strategic alignment.

Success in this role requires a focus on evidence-based decision-making, digital transformation, and performance data to drive continuous improvement and infrastructure resilience, along with project and change management expertise to advance key community infrastructure initiatives.

A clear differentiator for this role is that the successful candidate will join a dynamic, people-focused municipality experiencing significant growth, with a substantial number of new projects, both planned and underway, to support a diverse and rapidly evolving community.

KEY DELIVERABLES

- **Strategic Infrastructure Planning:** Lead the development and implementation of long-term infrastructure strategies and projects.
- **Service Delivery Optimization:** Ensure coordinated service delivery by synthesizing priorities, leveraging partnerships, leading strategic negotiations, and using technology and data.
- **Capital Project Oversight:** Provide leadership and direction for the planning, budgeting, design, and execution of capital infrastructure projects.
- **Regulatory Compliance and Risk Management:** Ensure compliance with all applicable legislation; establish policies that safeguard public funds and minimize organizational risk.
- **Public Speaking and Communication:** Prepare and deliver clear, impactful reports, briefing notes, and presentations to Council and Council Committees.
- **Leadership and Development:** Foster a corporate culture that supports team growth and organizational success through coaching, mentoring, and performance management.
- **Stakeholder Engagement and Collaboration:** Cultivate partnerships with internal teams and external stakeholders, lead strategic negotiations, and advocate for municipal interests.

QUALIFICATIONS

- **Strategic Thinking & Problem Solving:** Ability to integrate information from diverse perspectives to make high-impact decisions, navigate public scrutiny, and implement effective solutions.
- **Financial Management:** Proven ability to effectively allocate resources to achieve strategic goals, ensure financial sustainability, and align financial decisions with community priorities.
- **Project Management:** Extensive experience leading and overseeing the planning, execution, and delivery of complex infrastructure projects while managing risk & stakeholder expectations.
- **Technology and Innovation:** Keen interest in and knowledge of global trends and emerging technologies in municipal infrastructure management; ability to effectively collaborate with diverse stakeholders to identify and implement new solutions to enhance service delivery.
- **Emotional Intelligence:** Asks open-ended questions, actively listens, celebrates shared success, ensures a psychologically safe work environment, and remains composed under pressure.
- **Political Acumen:** Ability to skillfully navigate political dynamics, balance competing stakeholder interests, and use effective messaging, conflict resolution, and negotiation skills.
- **Personal Attributes:** Enthusiastic, intelligent, and thoughtful; a genuine desire to help others succeed.

EDUCATION & EXPERIENCE

- Undergraduate degree in Civil Engineering, Public Administration, Environmental Science, or a related field; an equivalent combination of education and experience will be considered
- 10+ years' experience leading similar size and scope infrastructure and/or engineering teams
- Experience with municipalities of similar size, complexity, and growth level either as an employee or consultant
- Experience interacting with boards of directors and/or municipal councils

ASSETS

- Master's degree in Business Administration, Public Administration, Engineering, or related field
- Professional Engineer (P. Eng.) designation
- Six Sigma or Lean Training
- Masters Certificate in Municipal Leadership or similar certification
- Certification in asset management and/or infrastructure planning
- Personal network of municipal leaders at cities with populations of +150K

WHAT WE OFFER

- Genuine opportunity to influence and effect change
- Work with a dynamic and forward-thinking City Manager with an infrastructure background
- Local Authority Pension Plan which starts immediately
- Optional supplementary pension plan (APEX)
- Truly collaborative, supportive, and fun place to work
- Work with a leadership team who trust and appreciate the value of each other's perspectives

POSITION REQUIREMENTS

- The successful candidate must be willing to relocate to the City of Airdrie or surrounding metropolitan area; relocation assistance is available for those relocating to the City of Airdrie.

APPLY

Interested candidates are invited to apply with a cover letter and resume [HERE](#). **Please note that the position posting will close at 6:00 pm on June 3, 2025.**

All applicants will receive a personalized response and candidates under consideration will be contacted directly. Please be advised that applications will be monitored daily, and interviews may be scheduled throughout the posting period.

We encourage applicants from diverse backgrounds to apply as the City of Airdrie is committed to offering a diverse and safe workspace free from discrimination. All applicants are considered regardless of age, gender, race, disability, sexual orientation, gender identity or expression, and religious beliefs.

City of Airdrie Salary Band for this position is: \$89.48/hour to \$111.85/hr.