



Job Posting 26-14

Manager, Major Capital

The Town of Cobourg is seeking a full time Manager, Major Capital!

Reporting to the Deputy Director, Engineering, the Manager of Major Capital is responsible for leading and overseeing the delivery of complex capital infrastructure projects across the corporation. This includes projects involving transportation infrastructure, structures, sanitary collection, and stormwater collection and treatment systems within the Public Works Division and for major capital initiatives corporate-wide. The Manager plans, budgets, and executes capital projects in alignment with Asset Management objectives and long-range infrastructure planning. The role also manages construction activities within the public right-of-way and works with senior leadership to develop maintenance programs for core municipal assets.

The Manager supports the Director of Public Works & Engineering by ensuring the Division's services and capital programs align with Council's strategic priorities. This includes contributing to engineering policy and procedure development, providing project and construction management expertise, and preparing professional reports, advice, and engineering opinions for Council, the public, agencies, and other stakeholders. As part of the Management Team, the Manager helps advance the objectives of the CAO and Council as outlined in the Corporate Strategic Plan.

The Manager also works closely with the Deputy Director, Engineering, to prepare and implement the Engineering Department's annual budget in accordance with corporate goals, and to secure the resources needed to deliver services within approved funding. Additionally, the Manager assists in administering and enforcing provincial and municipal legislation and provides professional advice and evidence before Council and its subcommittees as required.

The successful candidate will possess the following:

- Successful completion of a relevant post-secondary education in Engineering is required.
- Membership with or eligible for membership with the Professional Engineers of Ontario (PEO) as a Professional Engineer or Limited Engineering License holder (preferred)
- At minimum, must have membership with the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) as a Certified Engineering Technician (C.Tech).
- A minimum of seven (7) years of directly related engineering experience with progressively more responsibility in municipal project management including capital planning, design, budget preparation, procurement and administration of engineering consultants, contract administration, and construction of infrastructure projects.
- Demonstrated experience in the effective delivery of complex assignments such as disciplined capital projects from inception through to implementation involving the interests and input of multiple stakeholders.
- Thorough knowledge of engineering design and construction standards and principles related to roads, sidewalks, stormwater facilities, bridges and culverts, wastewater collections systems.
- Ability to build strong partnerships and relationships with the development community, external agencies, and internal stakeholders.
- Exceptional written, verbal, and presentation skills, with the ability to communicate complex technical and policy issues clearly to diverse audiences.
- Demonstrated political acuity and ability to work effectively with elected officials, senior management, developers, and the public.
- Financial management skills, including budget preparation, monitoring, forecasting, and reporting

The wage scale is Grade 8 of the Non-Union salary scale \$104, 033.55 – \$121, 681.41 (Salary Under Review). To review the complete Job Description please visit the Cobourg.ca. Interested applicants should forward a PDF copy of their cover letter and resume in confidence to the attention of the Human Resources Department at humanresources@cobourg.ca no later than **April 12, 2026**. We thank all applicants however only those selected for an interview will receive a response.

In accordance with the Municipal Freedom of Information and Protection Privacy Act, the information gathered is collected pursuant to the Municipal Act, 2001, as amended. The Town of Cobourg is an equal opportunity employer that is committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise Human Resources if you require accommodation.