PUBLIC WORKS SUPERINTENDENT

Department: Public Works
Permanent Full-Time
Annual Salary: $85,000 - $110,000

The Township of Nipigon is seeking an experienced leader to manage its Public Works Department.

Located on the north shore of Lake Superior, approximately one hour east of Thunder Bay, Nipigon offers small-town living with exceptional access to fishing, boating, hiking and year-round outdoor recreation. This position offers the opportunity to lead essential municipal services and make a visible contribution to the community.

About the Position

Reporting to the Chief Administrative Officer, the Public Works Superintendent directs departmental operations, supervises staff in a unionized environment, and plans and oversees infrastructure maintenance and capital projects.

The department's responsibilities include summer and winter road maintenance, signage streetlights and sidewalks, water, wastewater and stormwater infrastructure, waste management, cemetery operations, marina operations, parks, municipal buildings, equipment and fleet.

Key responsibilities include:

- Leading staff, establishing work priorities and coordinating daily operations and seasonal maintenance programs.
- Preparing and administering operating and capital budgets, monitoring expenditures and identifying infrastructure renewal priorities.
- Coordinating procurement, preparing tender specifications, and overseeing contractors, consultants and capital projects.
- Supporting asset management through infrastructure inventories, condition assessments and maintenance and replacement planning.
- Ensuring departmental activities comply with applicable legislation, municipal policies, service standards and health and safety requirements.
- Coordinating water and wastewater infrastructure maintenance and supporting regulatory compliance in collaboration with licensed operators.
- Preparing reports and recommendations for the CAO and Council.
- Responding professionally to public inquiries and resolving operational concerns.

- Participating in emergency preparedness and directing the department's response to infrastructure failures, severe weather and other emergencies.

What You Bring

- A diploma or degree in civil engineering technology, engineering, public works management or a related discipline, or an equivalent combination of education, training and relevant experience.
- At least five years of progressively responsible experience in public works, municipal infrastructure, construction or related operations, including supervisory experience.
- Demonstrated ability to lead staff, organize competing priorities and maintain a safe, productive workplace.
- Experience with operating and capital budgets, procurement, contractor oversight and project management.
- Practical knowledge of municipal infrastructure operations and maintenance, including roads, winter control, water and wastewater systems.
- Sound judgment, strong problem-solving skills and effective written and interpersonal communication skills.
- Proficiency with standard office software and the ability to maintain accurate operational and financial records.
- A valid Ontario Class G driver's licence.

Experience supervising a unionized workforce and administering collective agreements will be considered an asset. Other assets include Ontario building official qualifications, Certified Engineering Technologist or professional engineering credentials, road supervisor certification, water or wastewater certification, a Class DZ licence, and experience with asset management software, GIS or emergency management.

Compensation and Working Conditions

The annual salary range is $85,000 – $110,000, with starting salary based on qualifications and directly relevant experience. The Township offers participation in the OMERS pension plan, paid vacation, sick and personal leave, and a complimentary membership to the Township's fitness centre. After three months of service, employees are eligible for employer-paid extended health and dental coverage, group life insurance and long-term disability coverage. The Township also supports job-related training and professional development.

The role includes office and field work, occasional evening and weekend commitments, and shared responsibility for after-hours emergency response.

How to Apply

Submit a cover letter and résumé outlining your qualifications and experience by **4:00 p.m. Eastern Time on November 27, 2026** to:

Tim Cobban
Chief Administrative Officer
Township of Nipigon
52 Front Street, P.O. Box 160
Nipigon, ON P0T 2J0
Email: cao@nipigon.net

Please identify **Public Works Superintendent** in the subject line.

A detailed job description is available upon request.

The Township of Nipigon is an equal opportunity employer. Accommodations are available upon request throughout the recruitment and selection process.

Personal information collected through the recruitment process will be used for candidate selection. We thank all applicants for their interest; only those selected for an interview will be contacted.