

Job Title: Manager Asset Management

Leadership Opportunity

Req ID: 1378

Business Unit: Infrastructure and Water Services

Division: Corporate Asset and Maintenance Mgmt

Regular/ Auxiliary: Regular

Rate of Pay: \$138,212.76 - \$162,603.13 yearly

Hours of Work: 70 hours bi-weekly

Posting Date: April 14, 2025

Closing Date: May 11, 2025

Position Purpose

This position is responsible for leadership of the Corporate Asset Management Strategy as well as the delivery of asset management plans, including the oversight of the creation, modification and reporting of IWS maintenance management standards. This includes the development of asset management policies and procedures, strategic objectives and performance indicators, and leading the implementation of asset and maintenance management technology. This position balances the strategic corporate strategy implementation with operational coordination, including expertise in maintenance interventions and related business processes. The successful candidate will be a champion for continuous improvement and relationship building across multi-disciplinary teams.

Key Accountabilities/Position Outcomes

- Lead the implementation of the Corporate Asset Management Strategy, working with internal and external stakeholders and resources to build capacity for asset management activities and ensure integration into capital planning.
- Guide development and sustainment of asset registers, including asset hierarchy and attribution, such as condition and criticality; incorporate asset and maintenance data into long term asset management and financial plans.
- Provide strategic advice across the organization on critical issues, risk mitigation opportunities, and contingency plans.
- Provide expertise, leadership, and support to program areas on asset management business processes as well as maintenance management standards and related processes.
- Provide expertise and advice to internal stakeholders on long term financial planning and reporting related to corporate assets, including natural assets.
- Contribute to the implementation of an Enterprise Asset Management (EAM) system, including the development of business requirements and business processes; provide governance for asset and maintenance management data, software, training, and processes.

- Develop, influence, and foster a forward looking asset management strategy utilizing indicators, including asset risk, health, and performance to guide replacement and investment planning.
- Partner with and influences internal stakeholders with a focus on operational business processes, equipment failure and condition analysis, as well as maintenance programs.
- Recommend corporate prioritization methodology to direct investment in all existing tangible capital assets as well as proposing new tangible assets.
- Enhance organizational stewardship through ongoing education and building awareness by providing training and advice on the Corporate Asset Management Strategy and its related business processes.
- Build strong, collaborate relationships with relevant organizations and stakeholders, through the regional asset management community of practice and other external networks.
- Lead, coach, and develop staff recognizing the importance of training and mentorship.
- Responsible for the leadership and management of employees and contractors within area of responsibility, including employment and labour relations matters involving: employee hiring, promotion, demotion and other personnel matters; discipline and discharge; representing management in the grievance procedure; input on behalf of management into labour relations matters, and representing management on committees; maintaining Employer confidentiality; and developing, supporting and implementing various corporate and legislated policies, procedures and practices.

Qualifications

- Degree in a related discipline
- A minimum of 6 years' progressively responsible experience
- An equivalent combination of education and experience

Certifications

Valid BC Driver's Licence

Professional engineering (P.Eng.) designation with Engineers and Geoscientists British Columbia (EGBC) or eligibility for designation.

Certificate or diploma in asset management from IAM, IPWEA / NAMS Canada, or other recognized institution.

PMP or equivalent project management certification

Role Specific Knowledge, Skills, and Abilities

- Strong knowledge of and experience in developing and managing asset management programs, including: developing policies and procedures, leading and planning the development of an asset management information systems; and developing asset management strategy utilizing indicators for asset risk, health, and performance.
- Knowledge and experience leading, designing and implementing a corporate-wide, cross department asset management program; demonstrated abilities to liaise with stakeholders and lead change.

- Knowledge and experience in project management and monitoring using best practices to communicate across stakeholder groups and move all groups towards corporate and Board priorities.
- Experience with complex multi-stakeholder EAM projects, such as computerized maintenance management system (CMMS) selection, implementation, and support.
- Exceptional problem solving and leadership skills, demonstrated by a proven ability to: work effectively with staff and establish and maintain respectful and professional relationships with both internal and external stakeholders.
- Excellent verbal and written communication skills, including the ability to draft Board-quality reports and presentations.
- Ability to work independently and collaboratively with a wide variety of internal and external resources.

Leadership Profile

CRD Leaders are champions for creating an accountable, high performance, service-oriented organization that makes a difference in our community. They pay attention to shifts and trends in an ever-changing and complex environment and think strategically to serve residents, businesses and local governments today while developing a sustainable organization for the future. The following is a leadership summary for this position.

Professional/Individual Contributor Level 5 (P5)

Leaders at this level are generally recognized as experts in their field, having developed depth and breadth of expertise in multiple related disciplines. They anticipate client needs and influence the development of innovative solutions, coordinating work outside their own area. These leaders participate in the development of business strategy and create innovative solutions that are consistent with organizational objectives. They present highly complex ideas and influence others. They provide leadership, mentoring and guidance to others, and develop and manage plans to solve the most complex problems, creating solutions that are both innovative and that meet organizational objectives. While CRD Leaders are accountable to all Leadership Competencies, the competencies listed below have particular relevance to this position. [Click here](#) for a complete definition of our Leadership Levels and Competencies.

Leadership Competencies

Builds Partnerships

Focuses on Service

Is Accountable for Results

Models Integrity

Sees the Big Picture

APPLICATIONS

To apply for this exciting opportunity, visit <https://jobs.crd.bc.ca/job/Victoria-Manager-Asset-Management-Brit-V9B-1H7/591413217/> please click "Apply now" to submit your resume and covering letter online.

We welcome all qualified applicants to apply and may consider a combination of experience, education and/or training where possible. *The Capital Regional District wishes to thank you for your interest and advises that only those candidates under active consideration will be contacted.*