

Job Title: Director of Public Works
Location: Beech Hill, Nova Scotia
TP-ANT-9578

The **Municipality of the County of Antigonish** is a vibrant rural municipality in northeastern Nova Scotia, serving approximately 15,000 residents along the scenic Northumberland Strait. Surrounding, but separate from, the Town of Antigonish, the Municipality is committed to delivering reliable and sustainable public services that support the region's communities, infrastructure, and quality of life.

Meridia has partnered with the **Municipality of the County of Antigonish** to recruit a **Director of Public Works**. Through its Public Works Department, the Municipality oversees the maintenance and operation of municipal roads, water and wastewater systems, and solid waste management, playing a critical role in supporting residents, businesses, and future growth across the region.

Role Description

The Director of Public Works provides strategic and operational leadership for the Municipality's Public Works Department. As a key member of the Municipality's senior leadership team, the Director will lead a diverse group of employees, fostering a culture centered on accountability, safety, collaboration, and customer service while ensuring departmental operations are delivered efficiently, effectively, and in compliance with all regulatory requirements.

The Director will play a central role in planning and executing capital projects, developing operational standards and processes, managing departmental budgets, and supporting long-term infrastructure planning initiatives. The successful candidate will also provide leadership in occupational health and safety, workforce development, and continuous improvement initiatives that support service excellence across the Municipality.

Your key responsibilities will include:

- Lead Public Works operations, ensuring safe, efficient, and compliant delivery of municipal infrastructure and services.
- Manage and develop staff performance, professional growth, and team effectiveness.
- Oversee construction projects, contractors, and consultants, reviewing engineering drawings, sign off on subdivision developments, and permits to ensure quality, timelines, budgets, and compliance.
- Develop and monitor asset management plans, departmental processes, policies, and quality management practices
- Prepare and manage budgets, and support financial reporting, ensuring responsible stewardship of municipal resources.
- Prepare reports, recommendations, and presentations, and attend Council meetings as a technical resource, when required.
- Ensure regulatory certifications, training requirements, and operational compliance standards are maintained.
- Lead special projects, operational improvements, and infrastructure initiatives as required, including hands-on site involvement when needed.

Your Qualifications

As the ideal candidate, you are a collaborative and solutions-oriented municipal or infrastructure leader with experience managing public works operations, infrastructure services, or related municipal functions. You are comfortable balancing strategic planning with day-to-day operational oversight and bring a strong commitment to safety, accountability, and service delivery.

Your qualifications include:

- 5+ years of experience in a senior management position, post-secondary education in engineering, project management or a combination of education and/or public works related experience may be considered.
- Progressive leadership experience within public works, municipal operations, utilities, infrastructure, or a related environment;
- Experience overseeing infrastructure projects, operational planning, budgets, and regulatory compliance;
- Strong leadership, communication, and relationship-building skills;
- Demonstrated ability to lead teams, develop staff, and foster a collaborative work environment;
- Knowledge of occupational health and safety regulations and best practices;
- Experience working with municipal government, or public sector operations is considered an asset;
- Proficiency with reporting, operational data management, and process improvement initiatives;
- A valid driver's license with a satisfactory driver's abstract and criminal record check.

The Municipality offers a competitive compensation package, comprehensive benefits, and the opportunity to play a meaningful leadership role within a collaborative and community-focused organization.

If you're interested in this position but are concerned you may not meet every requirement, we encourage you to apply. **Please apply online by clicking "Apply Now" below.**

For more information contact Thomas Pugh, Partner, at 902-818-4506 and tpugh@kbrs.ca or Heather Simmons, Consultant at 902-421-2335 and hsimmons@kbrs.ca.-If you require accommodation to participate in the recruitment process, please let us know.

Meridia Recruitment Solutions connects leading organizations with top talent by building strong relationships and creating ideal matches with candidates because we are only successful when you are. We appreciate your interest in this opportunity.

To learn more about Meridia Recruitment Solutions, our job opportunities, and career advice we invite you to explore our site and subscribe for career alerts.