

Advertisement



Director of Environmental Services Regional Municipality of Durham

The Regional Municipality of Durham is one of the fastest-growing jurisdictions in Ontario, currently serving a population exceeding 800,000 residents and projected to reach approximately 1.3 million by 2051. Spanning approximately 2,400 square km in geography, the Region includes a diverse mix of urban, suburban, and rural communities. Growth in the Region is guided through the Regional Official Plan (Envision Durham) and the 2025–2035 Strategic Plan, which focuses on connected communities, environmental sustainability, resilient economies, and strong relationships.

The Region is seeking a visionary, strategic, and collaborative leader for the role of Director of Environmental Services within the Works Department. Overseeing a critical, highly complex asset base valued at approximately \$16 billion, the Director provides executive direction aligned with corporate priorities and Council vision to ensure uncompromised regulatory compliance, public health safety, and environmental stewardship across a broad geographic area. This pivotal position leads a dedicated workforce of 300 professionals across six integrated divisions: Water and Wastewater Planning; Water and Wastewater Treatment (Plant Operations); Water Resource Monitoring, Protection and Laboratory Services; Infrastructure Analytics; Engineering Support; and SCADA Systems. The successful candidate will manage complex operating and capital budgets and will guide evidence-based asset management and lifecycle planning to support regional growth forecasts up to 2051. The Director will drive the advancement of SCADA and operational technology systems while partnering with Corporate IT to strengthen cybersecurity across critical infrastructure. As a people-first leader, the Director will build and mentor a high-performing leadership team, foster a culture of accountability and continuous improvement, and actively plan for effective workforce succession to meet the demands of a rapidly growing region.

The ideal candidate is a strategic, results-oriented leader with a deep commitment to public service and a proven track record in complex infrastructure environments. With an Engineering degree (Civil, Environmental, or related), a P.Eng. accreditation, and over 20 years of progressive experience delivering vertical and linear water and wastewater services or in comparable industries functioning in similar compliance and regulatory environments. A Master's degree in Business Administration (MBA) will be considered an asset. A seasoned manager of large, multidisciplinary teams with robust expertise in asset management, capital delivery,



regulatory frameworks, and modern SCADA and cybersecurity initiatives. This role requires a pragmatic change leader and skilled stakeholder manager who applies sound judgment to remove barriers and navigate organizational complexities.

Expected Compensation Range: \$176,899 - \$221,124 CAD.

Reason for Posting: Existing Vacancy.

To Apply

For more information, please contact Diana Pelaia of Odgers or submit your resume and letter of interest online to <https://en-careers.odgers.com/en-ca/job/31874/> by **July 13, 2026**.

We thank all those who express an interest, however only those chosen for further development will be contacted.

Diversity, Equity, and Inclusion

The Regional Municipality of Durham is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers and the Regional Municipality of Durham throughout the recruitment, selection and/or assessment process to applicants with disabilities.

Odgers is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our [Self-Declaration Form](#).