

**TITLE: PROJECT DIRECTOR, INTEGRATED DEVELOPMENT****CLASSIFICATION: BAND 4****MINISTRY: INTEGRATED TRANSPORTATION & INFRASTRUCTURE SERVICES****WORK UNIT: PROPERTIES & LAND MANAGEMENT****SUPERVISOR TITLE: EXECUTIVE PROJECT DIRECTOR, INTEGRATED DEVELOPMENT****CONTEXT**

The Properties and Land Management Branch (PLMB) is responsible for several billion dollars in land and water assets held by the BC Transportation Financing Authority (BCTFA), which is a Provincial Crown corporation. The BCTFA is established under the Transportation Act to plan, acquire, construct, hold and improve transportation infrastructure throughout the province. The BCTFA owns all provincial highways and land held for construction of future transportation infrastructure.

The PLMB offers significant opportunity to bring a strategic lens to major projects that require an integrated approach to land use and property development.

JOB OVERVIEW

To lead and direct the development, implementation and evaluation of integrated development projects that involves overseeing sub-projects and multiple delivery components. Projects will be advanced from conceptual design phase, approval of the detailed business case and through project implementation.

This position is tasked with representing the province on complex, multi-stakeholder projects that relate to multi-modal transportation, transit-oriented development and land use planning. An important function of this position is the interaction with internal and external stakeholders (i.e., executives, elected officials, senior managers, project managers, local municipal/regional governments, First Nations, etc.) as well as managing consultants.

ACCOUNTABILITIES

Required:

- Leads, directs, oversees and provides strategic direction for the delivery of transit-oriented development sites.
- Leads the land acquisition strategy and analysis, and directs brokers and land agents on land purchases.
- Leads the development of Treasury Board submissions including Concept Plan and Business Case, Cabinet submissions and revenue proposals.
- Supports the development of project goals, objectives, and outcomes to align with the direction of the organization.
- Manages and advocates for the province's interests in local/regional government planning initiatives (i.e. Regional Growth Strategies, Official Community Plans, Master Transportation Plans, etc.).

- Procures, administers and project manages all aspects of contracts for the Project. This includes, but is not limited to, preparing terms of reference and requests for proposal, evaluating proposals, reviewing technical content and quality of work, preparing and/or negotiating contracts and monitoring performance.
- Determines the appropriate resourcing levels (e.g., staff, contractors, budget) to deliver the project. Hires external consultants and manages contracts within the project budget to ensure project deliverables/timelines are met.
- Maintains a high-level knowledge and insight on all aspects of real estate development and land use.
- Supervises staff and contracted resources, including assignment of work, development, mentorship and evaluation of performance plans (MyPerformance), approval of leave, response to grievances and initiation of discipline processes.
- Provides advice to the Minister, Deputy Minister, Ministry Executive, senior government officials on project status.
- Maintains and manages effective relationships with partners, consultants, community stakeholders, and government authorities. Advising on conflict resolution between various groups including but not limited to, stakeholders, internal parties, municipalities, contractors, and consultants.
- Provides leadership within indigenous engagement, partnerships with private and public organizations, stakeholder relations, communications, regulatory engagement, and project controls.
- Represents government on inter-jurisdictional committees and is often the senior level Ministry liaison with other governments, agencies, and industries; lead program and project meetings with partners and stakeholders, facilitating collaboration, information sharing, and issue resolution.
- Secures the appropriate levels of resources (e.g., people and financial) to deliver the project.
- Directs the development of business mandates, overall business direction, strategic plans, governance structure, and business operations for the project.
- Reviews and approves project evaluation and post-implementation reviews, including implementation of any required business changes.
- Reports to Project Board comprised of public and private sector executives.

JOB REQUIREMENTS

- Degree in a related discipline (i.e., business administration, public administration, urban planning, real estate, or law) and a minimum of 5 years related experience. An equivalent combination of education and experience may be considered (i.e., a diploma in a related discipline plus 7 years of related experience, etc.).
- Experience at a senior level leading projects of large scale and complexity that have multiple project delivery components.
- Experience at a senior level leading and coaching multi-disciplinary project management teams in the development and implementation of a diverse range of projects.

- Experience at a senior level in strategic business planning; contract management; financial management; and leading multi-party interest-based negotiations.
- Experience establishing collaborative relationships and leading organizational change associated with implementation.
- Effective negotiation, facilitation, influencing, persuasion, conflict resolution and consensus building skills. Exceptional analytical skills with a strong ability to think through range of possibilities and scenarios and communicate these possibilities to a wide range of parties.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Preference may be given to applicants with:

- Experience in real estate property development and related business concepts, processes and practices is preferred.
- Experience with First Nations Consultation process.
- Experience with infrastructure projects that involve working with related provincial and federal agency regulations.
- Experience with public sector vertical construction project delivery.
- Experience implementing measures to advance diversity and inclusion in the workplace.

BEHAVIOURAL COMPETENCIES

- **Vision and Goal Setting** involves knowledge and skills in establishing official and operative goals for the organization/unit and to establish a system of measuring effectiveness of goal attainment.
- **Change Leadership** involves creating a new vision for the organization and taking the required actions to ensure that the members of the organization accept and support the vision. It generally requires the individual to be in a relatively senior or high-level position, although this is not always the case.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly
- **Decisive Insight:** combines the ability to draw on one's own experience, knowledge, and training to effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications, and recognizing patterns and connections that are not obviously related. It translates into underlying issues and making the best decisions at the most appropriate time.
- **Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Problem Solving/Judgement** is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.