

Public Works Superintendent (Contract Position)

Township of Southwold

The predominantly rural community of the Township of Southwold has a strong agricultural base and is located in the central part of Elgin County. Incorporated in 1852, the Township includes the development areas of Fingal, Iona, Iona Station, Paynes Mills, Shedden and Talbotville. Our offices are an easy commute from both London and St. Thomas. Our municipal office is located at 35663 Fingal Line, Fingal, ON.

With a total population approaching 5,000 residents, the Municipality offers beautiful countryside and a wonderful blend of active farms, historic villages, and tourism. The Municipality is experiencing significant growth in our development areas. Learn more about us at www.southwold.ca.

The Township of Southwold is seeking an experienced and motivated professional to fill the position of Public Works Superintendent (Contract Position). Reporting to the Director of Infrastructure and Development Services, the Public Works Superintendent is responsible for the effective and efficient management, supervision, coordination, and direction of all day-to-day Public Works operations in accordance with Township policies, and the CUPE Collective Agreement.

This is a full-time contract position with an anticipated term of 12 months, commencing on September 1, 2026, to cover an upcoming maternity/parental leave. The contract term may be extended at the discretion of the employer.

An ideal candidate will bring:

- Successful completion of the Certified Road Superintendent (CRS) Certificate and/or equivalent experience;
- Certified Engineering Technologist designation considered an asset
- Minimum five (5) years progressive municipal public works experience, including at least two (2) years in a supervisory role
- Experience supervising staff in a unionized environment
- Strong knowledge of municipal infrastructure systems, road maintenance practices, winter control operations, and asset management principles

- Demonstrated leadership, organizational, communication, and problem-solving skills
- Experience with budgeting, procurement, contract administration, and project coordination
- Proficiency with Microsoft Office, GIS systems, and work order/asset management software (Citywide experience considered an asset)
- Valid Ontario “DZ” Driver’s Licence with a satisfactory driving abstract and CVOR record
- Current First Aid/CPR certification
- Thorough understanding of the Occupational Health and Safety Act and supervisory responsibilities under the Act

Compensation

The pay rate is \$98,737.60 to \$112,197.32, annually based on a 40-hour work week, Monday through Friday; flexibility is required to meet operational demands.

The Township may consider compensation in lieu of benefits and/or OMERS contributions, where appropriate, in accordance with Township policy and at the discretion of the employer.

Application Process:

To apply, please submit a cover letter and resume in PDF format to hr@southwold.ca with “Public Works Superintendent (Contract Position)” in the subject line. Applications will be accepted until Friday, July 24th, 2026, at 4:00 p.m. To view the complete job description, please visit: <http://southwold.ca/municipaloffice/employment>

The Township of Southwold is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Accommodations are available upon request throughout the recruitment process.

Artificial intelligence (AI) is not used to screen, assess, or select applicants as part of this hiring process. This posting is for an anticipated vacancy. The Township appreciates the interest of all applicants. Only those selected for an interview will be contacted.