

Program Manager, Capital Acquisitions
RPAM/Real Estate Department: Corporate Services

Status: Regular Full Time

Work Mode: Hybrid

Salary: \$104,508-\$130,636 + Comprehensive benefit package

***Please note: the salary cannot exceed the top of the range**

Do you have experience in Municipal Capital Infrastructure?

Are you familiar with and have experience with expropriations?

Do you have a passion for leading a team of seasoned professionals?

We have a great opportunity for someone like you to join our Real Property Asset Management team! Keep reading for more detail...

The Capital Acquisitions Program Manager will deliver the Region of Peel's property acquisitions for the capital infrastructure program within the applicable Public Works divisions. The Program Manager will be required to lead, supervise, and coordinate staff responsible for negotiating and implementing real estate transactions, in order to ensure the success of the client service objectives in roads and waste, water, and wastewater. This includes acquiring fee simple, easements, permissions to enter, risk management, expropriation, development agreements and planning application reviews. This Program Manager will also make recommendations and plan for significant acquisition services including feasibility studies and full buy out/partial taking acquisition and extensive analysis on expropriation matters. The Capital Acquisitions Program Manager will also be responsible for risk management, communication, client reports and the provision of expert real property advice and approvals.

In more detail...

- Make recommendations to the Manager, Capital Acquisitions on agreements, properties, and expropriation settlements while continuously striving to improve processes and identify opportunities for cost-reduction
- Manage considerable acquisitions (including environmentally sensitive lands) and risk management
- Identify opportunities to improve the functional use of real estate for the maximum benefit of Regional programs
- Implement strategies that will manage the Region's long term interests in relation to capital infrastructure interests
- Respond to enquiries from senior level management at the Region, elected officials, area municipalities, conservation authorities, province, and various stakeholders (in particular Public Works management)
- Effective and extensive communication which involves interpreting, negotiating, and persuading internal and external stakeholders to advance program and Regional goals

- Provide professional advice and recommendations in relation to valuation of real estate assets, assess business and financial risks in the context of overall market and economic conditions.
- Make decisions that significantly impact the establishment and achievement of program and project service objectives to complete capital infrastructure projects including impacts on the price paid for land, the reputation of the Region to land owners, and the impacts the timing and budget of large capital infrastructure projects (road, water, wastewater, waste)
- Utilize independent judgment to guide real estate team where policies do not provide guidance to conduct in-depth investigation and extensive research (political impacts, individual impacts to owner, review of law, appraisal information, market condition, scheduling of construction project) for strategic feasibility and analysis (full buy out/partial taking, expropriation, business loss, injurious affection, special damages), appropriate compensation settlement in expropriation situation and negotiate and implement recommended solution
- Provide frontline management to reporting staff, including coaching, running regular workload meetings, conducting performance appraisals, dealing with staff related issues, and approving training and development opportunities
- Manage day-to-day dispute resolution as necessary to deliver multiple and complex real estate acquisitions
- Set objectives, prioritizing, scheduling tasks/resources, and monitoring budgets for specific client acquisitions
- Provide planning, analysis, review, and resource allocation for projects stemming from the client department
- Track work progress and prepare monthly summaries and reporting progress to senior management
- Assist in the definition of project objectives, scope of work, and proposed schedules
- Oversee consultants/contractors in the delivery of cost-effective projects and operations
- Demonstrate a commitment to diversity, equity, and inclusion through continuous development, modeling inclusive behaviors, and proactively managing bias

What do we require...

- University degree or college diploma in a related field (i.e., Geography, Urban Planning, Urban Affairs and Real Estate)
- Minimum of 5 years of municipal real estate experience preferably in capital project land acquisitions
- Thorough knowledge of all applicable legislation related to capital projects, including Expropriation Act, Municipal Act, and Environment Assessment Act
- Thorough knowledge of Registry Office/Land Title Office procedures, legal surveys and plans, and engineering procedures and plans as they relate to property rights and acquisitions

- Member of the Appraisal Institute of Canada and/or International Right of Way Association with an AACI and/or SRWA designation, or qualifications leading to such designations
- Thorough knowledge of general legal matters pertaining to transfer of real property
- Strong public relation skills to build partnerships and collaborative relationships
- Demonstrated leadership abilities and/or previous supervisory experience
- Strong project management skills
- Strong communication, negotiation and conflict resolution skills
- Demonstrated ability to prepare comprehensive reports, develop creative solutions to complex problems and present recommendations regarding appraisal, settlement and expropriation

In this role you will have the ability to work remotely and attend on-site when required based on operational requirements at the 10 Peel Centre Drive, Brampton worksite. The frequency of on-site activities may vary on a weekly basis and based on operational requirements. Your remote work location must be located within the province of Ontario.

Hours of Work: 35 hours per week

The Region of Peel offers job based flexible hours of work that allows employees to manage personal and professional responsibilities while at the same time ensures business operational needs and customer service expectations are achieved.

Interview: Our recruitment process will be completed with video conference technology.

If this opportunity matches your qualifications and experience, please apply online at www.peelregion.ca/careers

As part of the Region's ongoing commitment to health and safety, there are enhanced Covid-19 specific safety protocols and/or personal protective equipment requirements (e.g. masks, eye protection, etc.) in place to help protect health and safety. The additional requirements are determined based on the nature of the work being carried out.

New employees are required to be fully vaccinated against COVID-19 as a condition of employment. Being fully vaccinated is determined as the status of having received the full series of approved vaccines (both doses of a two dose vaccine series, one dose of a single dose vaccine series) and any additional doses required and approved by Health Canada and having satisfied the full post vaccination period required to ensure vaccination efficacy. The Region of Peel reserves the right to request proof of vaccination at any time. Acceptable proof includes an Ontario Ministry of Health COVID-19 vaccine receipt which you can

obtain through the Provincial portal <https://covid19.ontariohealth.ca/>, or other government-issued vaccine passport or certification.

The requirement to be fully vaccinated is subject to the Ontario *Human Rights Code*. *If you are not fully vaccinated*, a documented medical reason provided by a physician or registered nurse and time period for the medical reason may be accepted.