



Safe Roads

ENGINEERING

Job Title: Environmental Lead and Compliance Professional

Company: Safe Roads Engineering

Location: Kingston, Aurora, Cambridge (Hybrid)

Job Type: Full-time but will consider part-time for the right candidate.

About Safe Roads Engineering:

Safe Roads Engineering Inc. is a leading infrastructure development firm focused on delivering safe, sustainable, and innovative transportation solutions. We are committed to environmentally responsible engineering, and we work closely with communities, regulatory bodies, and industry partners to ensure projects meet the highest standards of safety, sustainability, and regulatory compliance.

As we embark on our next phase of growth, we are looking for an experienced **Environmental Lead and Compliance Professional** with a strong background in large-scale transit projects, particularly within the Greater Toronto Area. This role will be integral in ensuring compliance with environmental regulations, managing stakeholder relationships, and driving sustainable practices throughout our infrastructure projects. The ideal candidate will bring a proactive approach to environmental leadership and have experience managing complex environmental challenges in large transit and infrastructure projects.

Key Responsibilities:

- **Environmental Strategy & Leadership for Transit Projects:** Develop, lead, and implement robust environmental strategies for large-scale transit infrastructure projects. Ensure project compliance with local, provincial, and federal environmental laws, particularly addressing the unique demands of transit projects in the Greater Toronto Area (GTA).
- **TPAP Leadership:** Lead the Transit Project Assessment Process (TPAP) for large transit projects, ensuring streamlined approval under Ontario's Environmental Assessment Act. Manage all TPAP-related requirements, including environmental screenings, stakeholder engagement, documentation, and reporting within the prescribed timelines.
- **Environmental Compliance Management:** Oversee the comprehensive environmental compliance of transit projects, ensuring adherence to key regulations such as the Ontario Environmental Protection Act, NEPA, CEAA, and provincial guidelines. Conduct audits, inspections, and ongoing environmental monitoring to ensure compliance throughout project phases.
- **Stakeholder Collaboration & Engagement:** Serve as the environmental liaison for transit authorities (e.g., Metrolinx, municipal transit agencies), government regulators, and local communities. Lead public consultations and stakeholder meetings as part of TPAP and other environmental review processes to address concerns, gather feedback, and ensure transparency.
- **Environmental Risk Assessment & Mitigation for Transit:** Lead the development and execution of environmental risk assessments, focusing on transit corridors, station areas, and supporting infrastructure. Design mitigation strategies for key environmental risks such as soil-



-contamination, noise, air quality, habitat disruption, and stormwater management, with special attention to those identified through TPAP.

- **Environmental Permitting & Approvals:** Manage all necessary environmental permits and regulatory approvals related to transit infrastructure, including species at risk, watercourse alterations, air quality permits, and waste management approvals. Ensure timely submission of TPAP documentation to regulatory bodies, adhering to statutory deadlines to avoid project delays.
- **Transit-Specific Environmental Impact Assessments (EIAs):** Oversee the completion of detailed environmental impact assessments (EIAs) specifically tailored for transit projects. This includes addressing urban development challenges such as noise, vibration, carbon emissions, and ecological impacts, particularly as they relate to rail, bus, and multimodal transit networks.
- **Sustainability Leadership in Transit Infrastructure:** Lead the implementation of sustainability initiatives within transit projects, such as incorporating green infrastructure, energy-efficient systems, and reduced-emission technologies. Ensure alignment with municipal and provincial sustainability goals, especially as documented in the TPAP.
- **TPAP Documentation & Public Reporting:** Prepare and manage all environmental documentation required under TPAP, including the Environmental Project Report (EPR). Oversee public reporting and presentations to stakeholders, ensuring that environmental impacts and mitigation measures are clearly communicated and compliant with TPAP timelines.
- **Public & Governmental Reporting:** Prepare comprehensive environmental impact reports, TPAP filings, sustainability performance metrics, and compliance audits. Present findings to regulatory bodies, stakeholders, and transit authorities, ensuring ongoing communication of project progress.
- **Team Leadership & Mentorship:** Lead and mentor a team of environmental specialists and consultants focused on transit projects. Provide strategic guidance on TPAP-related matters and foster a collaborative, solutions-oriented team environment to address environmental challenges.
- **Innovative Environmental Solutions for Transit:** Identify and integrate cutting-edge environmental technologies and best practices to enhance transit project sustainability and compliance. Continuously seek improvements in project planning and execution to reduce environmental impacts, focusing on carbon footprint reduction, resource efficiency, and ecosystem preservation.
- **Emergency Response & Incident Management:** Develop and oversee emergency response strategies for environmental incidents during transit project construction, such as spills, hazardous material releases, or ecosystem disruptions. Ensure integration of incident management plans with overall TPAP compliance and project risk management.



Qualifications:

- Bachelor's or Master's degree in Environmental Science, Environmental Engineering, or a related field.
- Minimum 15+ years of experience in environmental compliance and leadership, with a focus on large transit and infrastructure projects.
- Proven experience working with municipal and provincial regulators, particularly in the GTA.
- Familiarity with environmental laws and regulations in Ontario (including NEPA, CEAA, Ontario Environmental Protection Act, and more).
- Hands-on experience conducting environmental impact assessments (EIAs), risk assessments, and managing transit-related environmental permits.
- Strong leadership and communication skills, with a track record of successful stakeholder management.
- Experience working on environmentally sensitive projects in urban and suburban settings.
- Certifications such as Certified Environmental Professional (CEP) or Project Management Professional (PMP) are a plus.

What We Offer:

- Competitive salary and comprehensive benefits package.
- Opportunity to lead impactful environmental initiatives in high-profile transit projects.
- Career development opportunities and support for professional certifications.
- Flexible work environment with hybrid options based in our Kingston, Aurora, and Cambridge offices.

Safe Roads Engineering encompasses a diverse collection of successful businesses, but our spirit isn't found in the diversity of our portfolio, it's found in the diversity of our people. At SRE, we believe that our greatest opportunity for continued success is fostered in the belief that every voice matters. Each one of us has a unique story and we promise to do our part to ensure that those stories are heard, seen, acknowledged, and supported. We are dedicated to building a diverse, inclusive and authentic workplace, so if you're excited about this role but your experience does not align perfectly with every qualification in the job description, we encourage you to apply anyways. You may be just the right candidate for this or other roles.

Safe Roads Engineering is committed to meeting the accessibility needs of persons with disabilities in an effective and timely manner in accordance with the applicable standards set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. We foster an inclusive organizational culture as an Equal Opportunity Employer".

How to Apply:

Interested candidates are encouraged to submit their resume and cover letter outlining their relevant experience in large-scale transit projects to HR@saferoadseng.com.