

Transportation Manager

School District 68 Nanaimo Ladysmith Public Schools

Exempt, Full-Time Permanent Position

Nanaimo Ladysmith Public Schools is seeking an experienced and collaborative Transportation Manager to lead our Transportation Department. This role oversees the safe and efficient operation of the district's busing services, mobile equipment maintenance, district cartage and courier operations, and rental equipment bookings.

Reporting to the Executive Director, Planning & Operations, the Transportation Manager provides strategic and day-to-day leadership to a dedicated team that supports over 16,000 students across more than 40 sites.

Core Competencies

The successful candidate demonstrates strong leadership and team development skills, sound operational decision-making, and the ability to build effective relationships through clear and professional communication. They bring strategic and analytical thinking to complex operational challenges while maintaining a strong commitment to health, safety, and risk management. In addition, they effectively manage budgets and resources to support the long-term success of the district's transportation operations.

Key Responsibilities

Operational Leadership

- Oversee daily operations of the district's busing and mobile equipment fleet.
- Develop and maintain bus routes and schedules in accordance with district policy and provincial regulations.
- Ensure compliance with government legislation, WorkSafeBC requirements, and industry standards.

People Leadership

- Lead, coach, and develop transportation and cartage/courier staff.
- Build strong relationships with internal and external partners.

Financial & Administrative Management

- Oversee departmental budget development and forecasting.
- Manage acquisition, maintenance, and replacement planning of district vehicles.
- Oversee rental equipment bookings and cartage/courier business.

Required Qualifications & Experience

- Minimum five (5) years of leadership experience in transportation operations or fleet management and/or an equivalent combination of training, education, and industry experience considered.
- Experience managing a unionized workforce is an asset.

Education/Certification

- Mechanic certification.
- Class 1 or 2 Driver's License with Air Brake Endorsement.
- Relevant post-secondary education in Transportation Management, Operations, Business, or related fields.

Assignment: Full time, Monday – Friday, 8:00 a.m. – 4:30 p.m. with flexibility to work outside of standard hours based on operational needs.

Salary: \$94,225 - \$117,781 supported by a competitive benefits package and municipal pension plan

Location: Transportation Department, Central Nanaimo

Full job description is available [here](#).

Work, Live, and Play in Nanaimo!

Nanaimo Ladysmith Public Schools (NLPS) respectfully acknowledges that we operate within the traditional territories of the **Snuneymuxw, Snaw Naw As and Stz'uminus First Nations**. For countless generations, these Coast Salish Peoples have stewarded these lands and waters, enriching them with their deep-rooted cultural heritage, traditional knowledge, and spiritual connections. The teachings and ways of being come directly from the land and through the hul'q'umi'num language. We recognize and honour the enduring presence and contributions of the Coast Salish Peoples to our shared community.

Nanaimo Ladysmith Public Schools is committed to creating an inclusive and equitable learning community where every individual thrives, guided by the values of justice, equity, diversity, inclusion (JEDI), and the Syeyutsus Reconciliation Framework. Our 2024–2028 Strategic Plan centers on three foundational goals: Student Success, Student & Employee Wellness, and Truth & Reconciliation.

How to Apply

Please apply online on Make a Future at <https://buff.ly/k5ib8pf> by clicking the Apply button next to the job details. Applications should include a cover letter, a detailed personal résumé, and any other relevant supporting documentation related to your education.

Please note: Nanaimo Ladysmith Public Schools would like to thank all applicants for their interest in working with us, however, only shortlisted applicants will be contacted.

If you have questions or require assistance with this application process, please contact the Customer Care department at MakeAFuture at 1 866 806 6851 or applicant@makeafuture.ca