



Job title: **Director, Commercial Services (Rail Expansion)**
Job ID: 20260438
Location: Greater Vancouver
Full/Part Time: Full-Time
Regular/Temporary: Regular

Marketing Statement

A career at TransLink and our family of companies means working with people with a wide range of skills and perspectives, all teaming up towards a common goal: preserving and enhancing the region's world-envied quality of life. Together, we connect the region and enhance its livability by providing a sustainable transit and transportation network, embraced by our communities and people.

At TransLink we are dedicated to building a workforce that reflects the diversity of the communities in which we live. We're committed to fostering an inclusive, equitable and accessible workplace, recognizing the unique value and skills every individual brings.

Looking for a great place to work where your contributions are valued and you can make a difference in a vibrant city? At TransLink, one of BC's Top Employers, you'll help make Metro Vancouver a better place to live, built on transportation excellence. Put your future in motion!

Responsibilities

PRIMARY PURPOSE

The Director, Commercial Services (DCS) is a senior leadership role responsible for the leadership and oversight of all commercial management activities for the Rail Expansion (RE) Program. This role is critical to ensuring the program's success by proactively resolving complex commercial issues, managing risks, avoiding claims, and driving forward-looking commercial decisions that prioritize best program outcomes, in collaboration with TransLink's Strategic Sourcing and Contract Management (SSCM),.

The DCS position reports to the CFO, with matrix reporting to the Executive Director CMBP, accountable for the Rail Expansion Program and is empowered to make strategic commercial decisions within delegated authority, escalating when necessary, to senior TransLink/BCRTC executives. This role is a strategic, business critical leadership role focused on commercial outcomes, stakeholder alignment, and program's momentum.

KEY ACCOUNTABILITIES



Serve as the primary commercial advisor to the Executive Director and BCRTC leadership team on all commercial matters impacting RE scope, schedule, budget, risk, reputation, and stakeholder relations

Develop and implement a proactive commercial strategy focused on claim avoidance, early dispute resolution, and accelerating program delivery through collaborative problem-solving.

Participate in market engagement activities related to the Rail Expansion Program, including early market soundings, industry briefings, and structured feedback processes to inform procurement and commercial strategies.

Participate in negotiations with external vendors, contractors, and delivery partners – ensuring alignment with TransLink’s commercial objectives, risk appetite, and value-for-money principles.

Work closely with SSCM, Finance, Legal, and Sponsors to integrate commercial and technical perspective; work with SSCM to integrate procurement and contracting strategy early in the program lifecycle

Lead, manage, and develop a high-performing Commercial Services team, including Commercial/Contract Managers and Contract Administrators through close collaboration with TransLink’s SSCM Function, and some direct resources; recommend and support resource requirements, training and functional accountability to empower team members to achieve commercial outcomes

Work collaboratively with Strategic Sourcing and Contract Management, in the development and finalization of Sourcing and Contracting Strategies related to Rail Expansion to ensure commercial objectives are achieved throughout the Rail Expansion contract/project lifecycle; work closely with project managers of the Rail Expansion Program to ensure key roadblocks or issues are being addressed in a timely manner, so that decisions are being made to advance the project and appropriate commercial tradeoffs are being made to advance the program

Conduct reviews and implement KPIs for the commercial team’s performance on the Rail Expansion program

Working in collaboration with SSCM, provide commercial oversight including leading (as required) commercial negotiations during sourcing events to ensure alignment with commercial outcomes

Lead and support Rail Expansion contract change management processes in collaboration with TransLink’s SSCM function; recommend and implement revisions that achieve commercial outcomes

Serve as the primary point of contact for all commercial communications with contractors (and subcontractors); ensure timely issuance of formal correspondence to maintain program’s momentum



Collaborate closely with technical, construction, and engineering teams to separate technical resolution from commercial strategy — initiating commercial engagement only after technical options are exhausted; interface with TransLink’s Legal Counsel, Strategic Sourcing (for procedural support), Finance, and Executive Leadership as required

Ensure all commercial activities comply with program’s governance frameworks and the new contract change – Master Services Agreement (MSA) process; maintain accurate, auditable commercial logs (PCOs, claims, disputes, correspondence, etc.)

Recommend to TransLink’s Strategic Sourcing, revisions to the sourcing, contract management and procurement guideline, including development of RACI matrix; ensure all commercial decisions are documented, defensible, and aligned with contractual terms

Identify emerging commercial risks, quantify impacts, and recommend mitigation strategies; escalate high-value decisions or strategic disputes

Identify and respond to issues that may impact the organization; exercise sound judgment regarding information shared with external stakeholders and partners, including sensitivity to political timing; recognize executive level challenges and the influence of political considerations on decision making; negotiate and manage complex commercial agreements; and balance competing priorities within a highly political, time sensitive environment

Prevent decisions from being delayed by layered approval committees, and champion a lean, nimble decision-making process

Qualifications

EDUCATION AND EXPERIENCE

The requirements for this job are acquired through a university degree in Engineering and/or Business; and an industry specific designation (such as SCMP, P. Log, CPP, MCIPS), and ten (10) years of progressive experience in commercial management, supply chain management, strategic procurement and contract management, preferably on large-scale (>\$100M) capital infrastructure projects (e.g., transit, rail, public works)

OTHER REQUIREMENTS

Expert Contracts Management and Strategic Sourcing skills, including ability to lead a Complex Program along with expert supplier relationship management skills

Expert knowledge of theories, concepts, principles and best-practices of procurement, contract law, and competitive bidding law particularly as it relates large enterprises



Expert business acumen to identify with advanced financial analyses skills to analyze and/or recommend and/or approve multiple scenarios when comparing and interpreting new / existing contracts and/or changing the business relationship model (i.e. in-source/out-source, etc.)

Expert interpersonal, stakeholder management, customer relationship management and negotiation skills; ability to influence and persuade with diplomacy and tact to conclude complex, high risk / value contracts; Demonstrated negotiation and mediation skills for the successful resolution of project and contract related issues

Expert interpersonal, facilitation and leadership skills to lead multi-disciplined teams with conflict management, change management and resolution skills to manage complex business relationships

Effective political acuity sensitivity

Expert knowledge of major infrastructure delivery concepts, models and theories (i.e. procurement models/options for rapid transit, bridges, etc.)

Advanced knowledge of transit or transportation is an asset

Other Information

Recruitment Process: An applicant will be required to demonstrate their suitability for this position by meeting the minimum level of qualifications and experience in order to be invited into the selection process. A standard interview format will be used including general, scenario and behavioural descriptive interview questions.

Work Schedule

37.5 hours per week.

Work Designation

Hybrid - This position offers the flexibility of working both on-site and remotely within B.C.

Rate of Pay

The salary for this position ranges from \$133,680 - \$200,520 per annum. Actual salary offered will be based on education, experience, skills, and qualifications as they relate to the role.



We aim to provide competitive pay that reflects your professional background and expertise. We want to ensure our offer will align with your strengths considering experience, skills, and internal equity to offer a fair and equitable salary. The Total Compensation Package, which includes Extended Health, Dental, Transit Pass and enrollment in the Public Service Pension Plan as well as other employment offerings will be discussed in detail as your application progresses.

How to Apply

Please visit our [Career Page](#) to apply for this position.

INSTRUCTIONS: Please save your (1) cover letter, and your (2) resume as one PDF document prior to uploading your application on-line.

Closing Date: Open until filled

Please note that only those short listed will be contacted.

Having trouble applying? Please view the [System Requirements & FAQ's page](#).

If you have questions, please connect with us at jobs@translink.ca.

Equal Employment Opportunity

TransLink is committed to employment equity and building a diverse workforce, representative of the customers we serve and the many communities in the Metro Vancouver region. We welcome and encourage Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. Learn more about TransLink's commitment to equity, diversity and inclusion.

Accommodations are available on request for candidates taking part in all aspects of the selection process. For a confidential inquiry, simply email us at jobs@translink.ca.