



The **DISTRICT OF CENTRAL SAANICH** is seeking an experienced
LEAD HAND, ROADS AND DRAINS
Engineering Department

Competition Number 2026-06

The District of Central Saanich, located on the Saanich Peninsula of Southern Vancouver Island enjoys the reputation of being among the best locations in Canada to work, live and play. Central Saanich is bounded on both the east and west by ocean and is known for its scenic rolling countryside and bounty of farms. This community of 18,000 residents has a vibrant, small village character and includes the Tsawout and Tsartlip First Nations; and it is central to all amenities of the Greater Victoria area.

When you help run a dynamic community, no two days ever feel the same. As part of a growing but tight-knit team, you will have the ability to bring your ideas to the table and influence the organization and the community. Our team is highly collaborative, loves to laugh, is customer service focused, and is dedicated to the fantastic community we serve.

If this sounds like an environment you'd like to be a part of, consider joining us! Click here to learn more:
<https://www.centralsaanich.ca/municipal-hall/employment-bids>

JOB OVERVIEW

Reporting to the Roads & Drains Supervisor, this position is responsible for directing and overseeing the roads and drainage maintenance staff to maintain the District's drainage distribution and roads systems. The Lead Hand assists the Supervisor in the planning, budgeting, controlling of expenditures, maintaining equipment assets and evaluating performance of equipment and staff.

The ideal candidate will possess:

- Completion of Grade 12 or equivalent qualification
- Three (3) years experience directly related to maintenance and construction specific to the Roads/Drains operations and/or in a related field and some experience in a supervisor capacity and one (1) year of related cost work or an equivalent combination of education, training, and experience
- A current valid class 5 BC Driver's License with air endorsement
- A current Traffic Control Certification
- The incumbent must be physically fit and be able to work outside in all weather conditions

To learn more about this position, please visit <https://www.centralsaanich.ca/municipal-hall/employment-bids>

At the District of Central Saanich we value diversity and are committed to an inclusive, accessible work environment where collaboration and mutual respect bring out the best in all of us. Please reach out to us if you need an accessibility requirement for any part of the hiring process.

The District's COVID-19 Vaccination Policy is currently suspended; however, should circumstances change, you may be required to provide proof of vaccination against COVID-19 to be eligible to continue performing your duties.

The hourly pay rate for this full time (8 hours per day), Monday to Friday position is \$41.02-44.37 (2024 rates). Interested candidates are invited to apply via [CentralSaanich.ca/jobs](https://www.centralsaanich.ca/jobs) or by submitting their resume and covering letter, quoting the competition number to resume@csaanich.ca by 4:00 pm on April 1st, 2026.

We appreciate your application and interest in working with us; however, due to the volume of applications we receive we are unable to respond to each application and only those candidates under active consideration will be contacted.