

JOB DESCRIPTIONS

JD	Role Title	Qualifications and Experience	Responsibilities
1	Program Director/Lead	<ul style="list-style-type: none"><li>• Minimum of 20 years of professional experience with 15 years in a program management leadership role.</li><li>• Minimum 10 years of professional experience in large international airport projects or equivalent infrastructure programs greater than CAD \$2BN.</li><li>• Able to demonstrate significant expertise in program management and / or applicable technical areas to deliver complex programs.</li><li>• Demonstrated experience in managing large multi-party teams and assessing the competency requirements of the team.</li><li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably on large program/projects.</li><li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li><li>• Demonstrable experience of leading or playing a key role in contract negotiations.</li><li>• Familiarity of working in collaborative project environments and a thorough knowledge and experience of progressive contracting models incl. Progressive Design Build and Target Cost.</li><li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li><li>• Recognized degree and professional designation in a relevant field considered an asset.</li></ul>	<ul style="list-style-type: none"><li>• Accountable and responsible for Program oversight in the delivery of the Accelerator Program to scope, cost, schedule, quality, safety and risk requirements in accordance with the Agreement.</li><li>• Managing the team consisting of personnel from consultants, Subcontractors, Suppliers, and other partners to create one cohesive team.</li><li>• Managing stakeholder relationships both internal and external to the Program</li><li>• Establishing the PDB’s execution plan and overseeing its effective implementation through all phases of the Sub-Program.</li><li>• Provides direction, guidance, and subject matter expertise with respect to constructability of design, construction planning, and execution of the Work.</li><li>• Managing the interface between the PDB and key GTAA Executives including preparing necessary Executive Briefings.</li><li>• Overseeing change management with respect to value management, decision making, and escalations.</li><li>• Providing monthly Program progress reports against the required metrics.</li></ul>
2	Airfield Subprogram Director/Lead	<ul style="list-style-type: none"><li>• Minimum of 15 years of professional experience with 10 years in a program management leadership role.</li><li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs with a focus on airfield restoration and / or civil infrastructure works greater than CAD \$1BN.</li><li>• Able to demonstrate significant expertise in program management and / or applicable technical areas to deliver complex programs.</li><li>• Demonstrated experience in managing teams to deliver complex projects and programs.</li><li>• Strong technical capability in all airfield project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li><li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li><li>• Familiarity of working in collaborative project environments and a thorough knowledge and experience of progressive contracting models incl. Progressive Design Build and Target Price.</li><li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li><li>• Recognized degree and professional designation in a relevant field considered an asset.</li></ul>	<ul style="list-style-type: none"><li>• Accountable for and leads the coordinated Sub-Program oversight and delivery of the Airfield Electrical &amp; Civil Sub-Program including runway resurfacing and restoration and replacement of airfield electrical control systems in line with scope, cost, schedule, quality, safety, and risk requirements in accordance with the Agreement.</li><li>• Managing the Sub-Program team consisting of consultants, Subcontractors, Suppliers, and other partners, to create one cohesive team.</li><li>• Managing stakeholder relationships both internal and external to the Sub-Program.</li><li>• Implementing the Sub-Program’s execution plan and ensuring adherence throughout the Program lifecycle.</li><li>• Identifying, managing, and escalating change decisions in line with the change process.</li><li>• Providing monthly Sub-Program progress reports against the required metrics.</li><li>• Coordinating with the Program Director and the other Sub-Program Leads to effectively support the delivery of the overall Accelerator Program.</li></ul>

3	Interim Infrastructure Director/Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience with 10 years in a program management leadership role.</li> <li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs with a focus terminal delivery greater than CAD \$1BN.</li> <li>• Able to demonstrate significant expertise in program management and / or applicable technical areas to deliver complex programs.</li> <li>• Demonstrated experience in managing teams to deliver complex projects and programs.</li> <li>• Strong technical capability in all terminal project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Familiarity of working in collaborative project environments and a thorough knowledge and experience of progressive contracting models incl. Progressive Design Build and Target Cost.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree and professional designation in a relevant field considered an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Accountable for and leads the coordinated Sub-Program oversight and delivery of the Interim Infrastructure Sub-Program including construction of the interim terminal and hard stands in line with scope, cost, schedule, quality, safety, and risk requirements in accordance with the Agreement.</li> <li>• Managing the Sub-Program team consisting of consultants, Subcontractors, Suppliers, and other partners, to create one cohesive team.</li> <li>• Managing stakeholder relationships both internal and external to the Sub-Program.</li> <li>• Implementing the Sub-Program's execution plan and ensuring adherence throughout the Program lifecycle.</li> <li>• Identifying, managing, and escalating change decisions in line with the change process.</li> <li>• Providing monthly Sub-Program progress reports against the required metrics.</li> <li>• Coordinating with the Program Director and the other Sub-Program Leads to effectively support the delivery of the overall Accelerator Program.</li> </ul>
4	GHG and Priority Project Director/Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience with 10 years in a program management leadership role.</li> <li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs with a focus delivering greenhouse gas / net zero related projects and an assortment of minor works greater than CAD \$500M.</li> <li>• Able to demonstrate significant expertise in program management and / or applicable technical areas to deliver complex programs.</li> <li>• Demonstrated experience in managing teams to deliver complex projects and programs.</li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Familiarity of working in collaborative project environments and a thorough knowledge and experience of progressive contracting models incl. Progressive Design Build and Target Cost.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree and professional designation in a relevant field considered an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Accountable for and leads the coordinated Sub-Program oversight and delivery of the GHG Sub-Program and Priority Projects Sub-Program in line with scope, cost, schedule, quality, safety, and risk requirements in accordance with the Agreement.</li> <li>• Managing the Sub-Program team consisting of consultants, Subcontractors, Suppliers, and other partners, to create one cohesive team.</li> <li>• Managing stakeholder relationships both internal and external to the Sub-Program.</li> <li>• Implementing the sub-program's execution plan and ensuring adherence throughout the program lifecycle.</li> <li>• Identifying, managing, and escalating change decisions in line with the change process.</li> <li>• Providing monthly Sub-Program progress reports against the required metrics.</li> <li>• Coordinating with the Program Director and the other Sub-Program Leads to effectively support the delivery of the overall Accelerator Program.</li> </ul>

5	Design/Engineering Program Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience in large capital programs in an engineering / design management position with a focus on airfield electrical, civil infrastructure, terminal construction, and / or net zero initiatives.</li> <li>• Demonstrable experience using AutoCAD &amp; Revit (MicroStation is an asset) /BIM/Civil 3D design software &amp; Experience in Microsoft Office software.</li> <li>• Demonstrable experience in performing design reviews and facilitating design coordination activities in similar aviation project environments.</li> <li>• Good working knowledge of program development including scope finalization, cost estimating, scheduling, and risk assessments.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Strong technical capability in all project phases and ability to solve complex problems including by using data analytics to support solution identification.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Recognized degree in engineering or architecture. Relevant professional designation is considered an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Accountable for and leads the coordinated implementation of all design standards through the management of the multi-disciplinary design team and works collaboratively with all joint venture partners, consultants, contractors, and the GTAA.</li> <li>• Oversees the design through all phases of the Program including pre-construction, planning, detailed design, site development, permitting, procurement, construction, and closeout.</li> <li>• Serves as client interface at multiple levels and at all phases and provides technical recommendations and solutions.</li> <li>• Manages design team to achieve the requirements of the contract in terms of technical specification, schedule, and cost.</li> <li>• Conducts internal quality reviews and drawing coordination for adherence to scope and requirements of work in the Program prior to submission to the GTAA for stakeholder review.</li> <li>• Represents design team in design reviews and coordinates input and feedback from all stakeholders to ensure feedback is provided in an effective and efficient manner in order to obtain client approval.</li> <li>• Represents design team in reviews by external stakeholder groups (airlines, agencies, authorities having jurisdiction).</li> <li>• Provides Management and Executive level progress and performance reports, highlighting key risks and opportunities.</li> </ul>
6	Technology and Innovation Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience in planning, design and/or management of complex technology projects employing variety of technologies, technology generations and integration platforms.</li> <li>• Relevant and recent experience of providing similar services on global aviation programs is preferred.</li> <li>• Thorough working knowledge and experience in implementing and managing BIM, Analytics and Automation, IoT, AI and digital twins on complex major infrastructure programs.</li> <li>• Deep experience working on OT technology and industrial systems and major construction related projects is a strong asset.</li> <li>• Previous experience and knowledge of the aviation industry is a strong asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible for identifying and embedding emerging technology and innovative solutions into the Program.</li> <li>• Ensuring that emerging technology and innovative solutions are integrated across all Sub-Programs and any airport-wide systems (including other Pearson LIFT systems outside the Program)</li> <li>• Developing, agreeing and governing the digital strategy, transformation roadmap and integration program to support the “airport-of-the-future.”</li> <li>• Strategic Leadership - Develop and implement a technology and innovation strategy aligned with the project’s objectives</li> <li>• Technology Integration - Identify and oversee the integration of advanced construction technologies into existing operational systems to remain and planned future systems such as Information Management, BIM, Analytics and Automation, IoT, AI, and digital twins</li> <li>• Innovation and change management – Drive a culture of innovation and systems thinking, enabling the adoption of new technologies and processes</li> <li>• Operating Model – contribute to and design the TOM for digital delivery, including capability, skills, governance and responsibilities</li> <li>• Stakeholder Collaboration - Work with design, construction, and operational teams both within GTAA and with its external stakeholders to ensure seamless technology integration and whole life data strategy</li> <li>• Project Oversight - oversee the implementation, procurement, commissioning and adoption of technology solutions, ensuring they meet commercial and security requirements</li> <li>• Risk Management - Identify potential risks associated with new technologies and develop mitigation strategies to be deployed through the wider risk register</li> <li>• Performance Monitoring: Establish OKR’s and metrics to measure the effectiveness of technology implementations and drive continuous improvement</li> <li>• Training &amp; Development: Provide training and support to project teams on new technologies and innovative practices.</li> </ul>

7	Health and Safety Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience with 10 years in an on-site safety and security leadership role.</li> <li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs greater than CAD \$500M.</li> <li>• Able to demonstrate significant expertise in health and safety, security, incident and accident investigation, and other applicable technical fields.</li> <li>• Demonstrated experience in managing teams to deliver health, safety, and security requirements on complex projects and programs.</li> <li>• Demonstrated experience in developing and maintaining a Safety Management and Quality Assurance system.</li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree and professional designation - Canadian Registered Safety professional (CRSP), Certified Health and Safety Consultant (CHSC) or equivalent.</li> <li>• Extensive working knowledge of ISO45001 Standards</li> </ul>	<ul style="list-style-type: none"> <li>• Accountable for and leads the coordinated implementation and fulfilment of the PDB's health, safety, and security obligations.</li> <li>• Develop and audit the Health, Safety, and Security Management Plans required for effective health, safety, and aviation security regulatory management and ensure its full implementation and adherence throughout the Program.</li> <li>• Liaise with the GTAA Corporate Safety and Security department to ensure coordination, escalation, and effective reporting and regulatory compliance.</li> <li>• Work collaboratively with the Sub-Program Leads to ensure that health, safety and security is integrated across the Program.</li> <li>• Work with the Sub-Program Leads to ensure health, safety and security reviews and assurance activities are undertaken in consultation with the GTAA Corporate Safety and Security department.</li> <li>• Provide Management and Executive level reporting and provide commentary and recommendations with respect to trends and corrective actions.</li> </ul>
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8	Environmental and Sustainability Lead	<ul style="list-style-type: none"> <li>• Minimum of 20 years of professional experience with 15 years in an environment, sustainability, and / or energy related leadership role.</li> <li>• Minimum 10 years of professional experience in large complex infrastructure programs in an operational environment, aviation programs considered an asset.</li> <li>• Able to demonstrate significant expertise in all relevant technical areas including, environment, sustainability, climate change, net zero, and energy.</li> <li>• Holistic understanding of sustainability and Net Zero, with a particular interest in decarbonization (Scope 1, 2, and 3 emissions), climate risk assessment and management.</li> <li>• Demonstrable understanding of sustainability/ESG and climate accounting, management, and disclosure standards and guidance.</li> <li>• Demonstrable experience in sustainable resource management, materials efficiency, and circular economy.</li> <li>• Demonstrable understanding of environmental laws and regulatory requirements (Canadian or similar legal framework) in an airport or similar large facility construction environment.</li> <li>• Demonstrable experience in managing large multi-party teams and assessing the competency requirements of the team.</li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably large program/projects with ability to solve complex problems including by using data analytics to support solution identification</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Demonstrable experience of leading or playing a key role in assessment, permit applications, compliance audits, and other relevant key activities.</li> <li>• Recognized degree in environmental sciences, engineering, sustainability, planning and / or energy related field. Relevant professional designation (PE, CEM, LEED AP, ENV SP) is required.</li> </ul>	<ul style="list-style-type: none"> <li>• Accountable for the to successful delivery of a range of climate change, ESG, and sustainability initiatives in accordance with the requirements of the Agreement.</li> <li>• Integrates a range of initiatives supporting the Net Zero GHG by 2050 , climate adaptation/resilience. circularity, water, waste, and natural systems programs. These include low GHG heating for the infield facilities, EV charging, on-site solar PV and the development of design options that comply with the Sustainable Design and Construction Guide.</li> <li>• Ensures design options are included that align with all aspects of the Sustainable Design and Construction Guide (SDCG). Leads the identification of costs and benefits for these design options and facilitates GTAA assessment of the costs/benefits to determine which options proceed into detailed design and construction.</li> <li>• Ensures all environmental laws and regulations are adhered to in the design, planning and construction processes.</li> <li>• Support GTAA management of stakeholder relationships both internal and external to the program in a collaborative manner</li> <li>• Establishes execution plans and overseeing and monitoring their effective implementation.</li> <li>• Oversees the preparation of progress reports and performance updates with respect to environment, sustainability, and energy delivery across the program.</li> <li>• Provides tracking and reporting to support GTAA energy and environment reporting requirements (eg. ESG report, government reporting obligations, Airport Carbon Accreditation reporting, etc.)</li> <li>• Coordinates between Sub-Program Leads and Program Director to ensure alignment across all Sub-Programs.</li> <li>• Ensures that the approach to the relevant works is consistent with GTAA's vision and strategy for a sustainable, carbon-positive, and environmentally friendly future.</li> </ul>
9	Program Controls Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience with 10 years in project or program controls leadership role.</li> <li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs greater than CAD \$500M.</li> <li>• Able to demonstrate significant expertise and proficiency in all aspects of program controls including scheduling, cost, risk, change, reporting, and document management.</li> <li>• Demonstrated experience in managing teams to integrate program controls requirements on complex projects and programs.</li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree and professional designation is considered an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Manage the Program Controls team to provide an integrated program controls solution across the program. Accountable to ensuring Program Controls Requirements are implemented and adhered to throughout the project lifecycle.</li> <li>• Develop and implement the governance and reporting processes required for effective program controls (scheduling, cost, risk, change, reporting, and document management).</li> <li>• Analyzes information and data to identify performance trends and recommend corrective actions.</li> <li>• Oversees the production of and certifies the quality and completeness of program performance reports along with Executive level commentary.</li> <li>• Work collaboratively with the Sub-Program Leads to ensure that Program Controls is integrated across the Program.</li> <li>• Assures completeness and effectiveness of program controls management plans.</li> <li>• Works with the Program Leads and Program Controls and Commercial Leads to ensure that resourcing requirements are met and managed.</li> </ul>

10	Construction Management Lead	<ul style="list-style-type: none"> <li>• Minimum of 20 years of professional experience with 15 years in a construction management leadership role.</li> <li>• Minimum 10 years of on-site experience working in highly regulated, complex operational environments.</li> <li>• Able to demonstrate significant expertise in construction management and / or applicable technical areas to deliver complex programs.</li> <li>• Demonstrated experience in managing large multi-party teams and assessing the competency requirements of the team.</li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance of large program/projects.</li> <li>• Familiarity of working in collaborative project environments and a working knowledge and experience of progressive contracting models incl. Progressive Design Build and Target Price.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Strong stakeholder engagement and communication skills including the ability to facilitate meetings / workshops with groups of stakeholders.</li> <li>• Demonstrable experience in leading complex construction delivery strategies and execution plans in an operating airport environment.</li> <li>• Familiarity of working in collaborative project environments.</li> <li>• Recognized degree and professional designation in a relevant field considered an asset</li> </ul>	<ul style="list-style-type: none"> <li>• Manages the Construction Management Team and is accountable for all construction and inspection activities to deliver the Program.</li> <li>• Develops the PDB's Construction Management Plan and ensures compliance with such Construction Management Plan.</li> <li>• Provides Management and Executive level reporting with respect to construction activities.</li> <li>• Managing stakeholder relationships both internal and external to the program with respect to coordinating construction activities.</li> <li>• Provides direction, guidance, and subject matter expertise with respect to constructability of design, construction planning, and execution of the works</li> <li>• Participates in constructability, scope management, and value engineering reviews during design.</li> <li>• Supports design management to confirm suitability for procurement and construction.</li> <li>• Actively manages, monitors, and reports on the status of the construction progress and schedule.</li> <li>• Supports the application for payment and invoicing process by validating quantities and production rates.</li> <li>• Oversees the post-construction process to facilitate handover to operation and conducts warranty reviews.</li> <li>• Coordinates with safety, quality, and inspection teams.</li> </ul>
11	Communications Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience in a stakeholder management and /or communications management position.</li> <li>• Minimum 5 years of professional experience in large international airport projects or equivalent infrastructure programs greater than CAD \$500M.</li> <li>• Able to demonstrate sound knowledge, understanding, and experience of managing complex stakeholder relationships and establishing effective communications strategies in an operational and public-facing environment.</li> <li>• Demonstrated experience in managing teams to implement stakeholder management and / or communications management plans.</li> <li>• Demonstrable experience in managing stakeholder relationships and providing management level reporting to enable effective decision making.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meetings / workshops with groups of stakeholders.</li> <li>• Recognized degree and professional designation is considered an asset</li> </ul>	<ul style="list-style-type: none"> <li>• Works with the GTAA's Stakeholder Relations and Communications Department to develop and implement effective stakeholder communications</li> <li>• Develops the Communications Management Plan and accountable for its execution throughout the Program lifecycle</li> <li>• Accountable for program level reporting and produces program-wide management and executive level reports</li> <li>• Ensures all reports, presentations, and communications are specifically tailored to the appropriate audience</li> <li>• Support the GTAA in external stakeholder communications by providing materials and subject matter expertise</li> <li>• When required, and in conjunction with the GTAA, interface with the public or external stakeholders and agencies</li> </ul>

12	Integration Lead	<ul style="list-style-type: none"> <li>• Minimum of 20 years of professional experience with 10 years in a management and / or leadership role on a major TCAT and ORAT program.</li> <li>• Able to demonstrate significant expertise in the aviation industry and particularly in the field of airport and airline operations.</li> <li>• Strong organization and communication skills.</li> <li>• Ability to analyze and produce innovative solutions to complex challenges.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of internal and external stakeholders.</li> <li>• Demonstrable experience in managing airport executives and senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> </ul>	<ul style="list-style-type: none"> <li>• Oversees and is accountable for the integration of all newly constructed assets into operational state through the TCAT and ORAT process.</li> <li>• Develops and executes the TCAT plan and supports GTAA in the ORAT process to ensure smooth integration at turnover of each Sub-Program and Project</li> <li>• Identifies dependencies, key status, milestones, and stakeholder engagements required for asset integration</li> <li>• Functions as primary contact for the airport executive management team and is monitoring and reporting readiness to operate of the new facility.</li> <li>• Reports key operational risk to the Airport executive management</li> </ul>
16	Architectural Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in architectural design, construction and commissioning of major capital developments including airport facilities</li> <li>• Aviation experience is required.</li> <li>• Knowledge of scope definition, project planning, cost estimation, and scheduling, testing, commissioning, project turn over, quality control and reporting.</li> <li>• Understanding of stakeholder / regulatory requirements including but limited to ICAO, Transport Canada Aerodrome Standards, airport operations, CATSA, USCBP, CBSA. Underwriters Laboratories (ULC), Code Consultants, and Health &amp; Safety Consultants.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Demonstrated experience in use of MicroStation/BIM/AutoCAD.</li> <li>• Recognized degree in architecture. Licensed by the Ontario Association of Architects to practice architecture in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Architectural” team throughout the planning, design, and delivery of the Program as it relates to architectural design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that architectural design and construction comply with technical requirements, codes, and standards through design reviews, submittal reviews, and testing.</li> <li>• Provides alternative technical proposals where applicable.</li> <li>• Manages the interface between other engineering disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitate Design Review Meetings with stakeholders and address all comments.</li> </ul>
17	Planning Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience in large capital programs in a role related to planning, development, engineering and / or architecture.</li> <li>• Minimum 10 years of professional experience in large international airport projects.</li> <li>• Demonstrable experience in managing teams to deliver airport planning activities to support major capital initiatives.</li> <li>• Demonstrable experience planning and modeling principles and methodologies, and computerized data collection, editing, storage, and analysis techniques.</li> <li>• Strong technical capability in all project phases and ability to solve complex problems including by using data analytics to support solution identification.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in engineering or architecture. Relevant professional designation is considered an asset.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Planning” team to successfully deliver the requirements of the planning function throughout the planning, design, and delivery of the program as it relates to: <ul style="list-style-type: none"> <li>– Concept/master planning, land use planning, and airport flow planning</li> <li>– Forecasts of capacity for specific groundside, terminal, and airside infrastructure</li> <li>– Analytical reports for all aspects of airport planning and operations.</li> <li>– Simulation models and that reflect the airport operation for existing and future demand.</li> </ul> </li> <li>• Works collaboratively with Sub-Program Leads and GTAA to ensure that airport planning requirements are integrated into each Sub-Program.</li> <li>• Supports the effective coordination of stakeholder engagement both internally and externally to gain buy-in from key stakeholders with respect to program development.</li> <li>• Develop and implement effective processes required to manage the planning function.</li> <li>• Provide management and executive level progress reports and briefings, highlighting key risks, issues, and opportunities along with recommended action plans.</li> </ul>

18	Structural Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in structural design, construction and commissioning of major capital developments including airport facilities.</li> <li>• Aviation experience is required.</li> <li>• Experience with assessment of existing structures and major structural retrofit projects using various techniques.</li> <li>• Demonstrated experience applying all major Canadian structural design codes and standards, including proficient knowledge of the National Building Code of Canada and CSA design codes and standards.</li> <li>• Demonstrated experience using 3D structural analysis, modelling, and design software, and/or other computer-aided design.</li> <li>• Experience designing and restoring in steel, concrete, masonry, and timber.</li> <li>• Experience with ASCE 41 for retrofit of existing structures.</li> <li>• Proficiency with various computer applications including Bluebeam and Microsoft Office suite of programs (e.g. Word, Excel, PowerPoint, etc.).</li> <li>• Demonstrated experience in use of MicroStation/BIM/AutoCAD, to provide support as a portion of team development.</li> <li>• Knowledge to apply the principles of asset management for structural systems.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in civil / structural engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Structural” team throughout the planning, design, and delivery of the program as it relates to structural design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that structural design and construction comply with technical requirements, Laws, and standards through design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable.</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across Sub-Programs, facilities, and assets.</li> <li>• Facilitate Design Review Meetings with stakeholders and address all comments.</li> </ul>
19	Baggage Handling System Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years of professional experience in a Baggage Handling Systems (BHS) engineering position at major international airports.</li> <li>• At least 5 years experience in a large capital program which could include new build or major terminal restoration / renovation.</li> <li>• Experienced in the specification, design, construction, and maintenance of BHS in major international airports.</li> <li>• Thorough working knowledge of system safety requirements, applicable codes, and regulations.</li> <li>• Especially strong experience and or expertise in the design, simulation, commissioning and maintaining of Baggage systems and their related HMI and control room standards is required.</li> <li>• Expert knowledge of Professional Mechanical and Industrial Engineering principles; theories and practice; GTAA technical standards and safe operating practices including PLCs (Programmable Logic Controller); SCADA (System Control and Data Acquisition) / HMI (Human Machine Interface) systems.</li> <li>• Experienced in risk management and impact assessment in the planning and failure recovery of baggage handling systems to address and resolve operational related issues. Strong technical capability in all project phases and ability to solve complex problems including by using data analytics to support solution identification.</li> <li>• Demonstrable experience in managing senior stakeholder relationships and providing strategic level reporting to enable effective decision making.</li> <li>• Recognized degree in mechanical, electrical, industrial, or related engineering field. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the coordinated implementation of Baggage Handling System requirements throughout the planning, design, and delivery of the program as it relates to BHS design, construction, testing and commissioning including compliance with all relevant codes and standards.</li> <li>• Ensures that BHS design complies with technical requirements, Laws, and standards including design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across programs, facilities, and assets.</li> <li>• Facilitate design review meetings with stakeholders and address all review comments.</li> </ul>



20	Building Electrical lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in the design, construction and commissioning of major capital developments including industrial and commercial electrical systems.</li> <li>• Aviation experience is required.</li> <li>• Knowledge of scope definition, project planning, cost estimation, and scheduling, testing, commissioning, project turn over, quality control and reporting.</li> <li>• Thorough knowledge of 27kV and 44kV distribution systems, power distribution systems and combined cycle cogeneration plants operating in parallel with the Utility.</li> <li>• Knowledge of Life Safety systems along with associated regulations, codes, laws, and technology limitations. Examples are: <ul style="list-style-type: none"> <li>• NFPA Fire Suppression System standards (NFPA 10, 13, 20, 25, 101, 409 &amp; 415).</li> <li>• CAN/ULC Fire System Standards (CAN/ULC S524, S536, S537 &amp; S561).</li> <li>• ISO 55001 Asset Management.</li> <li>• Agency jurisdictions and their roles within the airport.</li> <li>• National and Ontario Building Code.</li> </ul> </li> <li>• Familiarity with piping and instrument diagram development (P&amp;ID)</li> <li>• Familiarity with control systems, including PLC- or DCS-based systems, including automation and programming</li> <li>• EIT/FE or ability to obtain EIT/FE certification</li> <li>• Familiarity with industry codes and standards (NEC, NESC, IEEE, PIP, NFPA, etc.)</li> <li>• Understanding of stakeholder / regulatory requirements including but not limited to ICAO, Transport Canada Aerodrome Standards, airport operations (includes tenants, airlines, and travelers), HRDC (Fire Commissioner of Canada), Underwriters Laboratories (ULC), Code Consultants, and Health &amp; Safety Consultants.</li> <li>• Knowledge of ISO 55001 Asset Management standard.</li> <li>• Advanced knowledge of computer applications including, but not limited to Microsoft Office 365, project scheduling software, Maximo, ProjectWise, Oracle Enterprise Resource Planning, Bluebeam, Revit, AutoCAD and MicroStation.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in electrical engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Building Electrical” team throughout the planning, design, and delivery of the Program as it relates to all building electrical systems</li> <li>• Ensures that building electrical systems design and construction comply with technical requirements, codes, and standards including design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable.</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitate Design Review Meetings with stakeholders and address all review comments</li> </ul>
21	Building Mechanical Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in the design, construction and commissioning of mechanical systems within a major capital project / program.</li> <li>• Aviation experience is required.</li> <li>• Knowledge of scope definition, project planning, cost estimation, and scheduling, testing, commissioning, project turn over, quality control and reporting.</li> <li>• Understanding of stakeholder / regulatory requirements including but not limited to ICAO, Transport Canada Aerodrome Standards, airport operations (includes tenants, airlines, and</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Building Mechanical” team throughout the planning, design, and delivery of the Program as it relates to mechanical systems design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that mechanical systems design and construction comply with technical requirements, codes, and standards including design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitate design review meetings with stakeholders and address all review comments</li> </ul>

		<p>travelers), HRDC (Fire Commissioner of Canada), Underwriters Laboratories (ULC), Code Consultants, and Health &amp; Safety Consultants.</p> <ul style="list-style-type: none"> <li>• Knowledge of Combustion, Fuel, Rotating Equipment, Mechanical Systems, Industrial Machinery, and Pressure Vessel regulations, codes, laws, and technology limitations. This is not an exhaustive list but is provided as indicative.</li> <li>• Knowledge of ISO 55001 Asset Management standard.</li> <li>• Advanced knowledge of computer applications including, but not limited to Microsoft Office 365, project scheduling software, Maximo, ProjectWise, Oracle Enterprise Resource Planning, Bluebeam, Revit, AutoCAD and MicroStation.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in mechanical engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	
22	IT/Telecommunications Design Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in planning, design, and management of complex technology projects employing a variety of technologies, technology generations, and integration platforms including airport facilities.</li> <li>• Aviation experience is required.</li> <li>• Experience in Enterprise Architecture in complex large-scale organizations with wide spectrum of business portfolio, employing variety of technology platform.</li> <li>• Proven Technical Skills in multiple Application Architecture components (SOA/WS/ ESB/ REST/ JSON, UML, XML, Java, J2EE, opc UA, HTTP, IIoT, MQTT, AMQP, PL.)</li> <li>• Specific working knowledge of PLC (Programmable Logic Controllers) control systems is required.</li> <li>• Deep experience working on Operational Technology and industrial systems and major construction related projects is a strong asset.</li> <li>• Experience in security architecture, design, and planning across a variety of technology stacks.</li> <li>• Strong technical capability in all project phases and ability to solve complex problems including by using data analytics to support solution identification.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “IT and Telecommunications” team throughout the planning, design, and delivery of the program as it relates to IT and telecommunication design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that IT and telecommunication design and construction comply with technical requirements, Laws, and standards through design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable.</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across Sub-Programs, facilities, and assets.</li> <li>• Facilitate Design Review Meetings with stakeholders and address all comments.</li> </ul>
23	Civil Lead	<ul style="list-style-type: none"> <li>• Minimum 15 years of experience in civil and municipal infrastructure design, construction, commissioning, distribution, system protection, control, capacity and future demand requirements, operations and maintenance of water distribution, sanitary and storm water</li> </ul>	<ul style="list-style-type: none"> <li>• Leads “Civil” team throughout the planning, design, and delivery of the program as it relates to civil and municipal infrastructure design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that civil and municipal design and construction comply with technical requirements, Laws, and standards including design reviews, submittal reviews, and testing.</li> <li>• Coordinate with GTAA servicing including water, sanitary sewer, storm water, and gas, and roads, bridges, underground lift stations and parking garages and provide recommendations on capacity, demand and reliability of existing systems.</li> <li>• Provide alternative technical proposals where applicable.</li> <li>• Coordinates the interface between other engineering and architectural disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitate Design Review Meetings with stakeholders and address all review comments</li> </ul>

		<p>management systems and environmental engineering principles for major developments including requirements unique to airports and Canadian aerodrome standards.</p> <ul style="list-style-type: none"> <li>• Extensive knowledge of applicable local, provincial, and federal regulations, codes and standards as it relates to municipal infrastructure and environmental requirements.</li> <li>• Strong knowledge of underground servicing, municipal road design and water resource principles.</li> <li>• Experience with preliminary and final design of roads, bridges and municipal systems and facilities.</li> <li>• Experience developing and reviewing servicing, grading and drainage designs and performing field inspections related to municipal works and standards.</li> <li>• Demonstrated experience in use of MicroStation/BIM/AutoCAD, Bentley InRoads/OpenRoads Designer 3D modelling programs.</li> <li>• Knowledge to apply the principles of asset management for municipal infrastructure.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in civil engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	
24	Airside Electrical Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in the design, construction and commissioning in large international aviation airfield projects.</li> <li>• Demonstrated experience in: <ul style="list-style-type: none"> <li>○ Airfield electrical infrastructure complete redevelopment</li> <li>○ Efficient planning of power distribution</li> <li>○ Innovative technologies</li> <li>○ Working in live airport environments with phased turnover of assets</li> </ul> </li> <li>• Strong technical capability in all project phases, including design, planning, construction, operations, and maintenance preferably large program/projects.</li> <li>• Knowledge of scope definition, project planning, cost estimation, and scheduling, testing, commissioning, project turn over, quality control and reporting.</li> <li>• Thorough working knowledge of airfield lighting, system safety design; electrical design/construction; operations and maintenance.</li> <li>• Understanding of stakeholder / regulatory requirements including but not limited to ICAO, Transport Canada Aerodrome Standards, airport operations (includes tenants, airlines, and travelers), HRDC (Fire Commissioner of Canada), and Underwriters Laboratories (ULC).</li> <li>• Knowledge of ISO 55001 Asset Management standard.</li> <li>• Advanced knowledge of computer applications including, but not limited to Microsoft Office 365, project scheduling software, Maximo, ProjectWise, Oracle Enterprise Resource Planning, Bluebeam, Revit, AutoCAD and MicroStation.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in electrical engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads the “Airside Electrical” team throughout the planning, design, and delivery of the Program as it relates to all airside electrical systems and programmable logic controllers.</li> <li>• Ensures that airside electrical systems design and construction comply with technical requirements, Laws, and standards including design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable.</li> <li>• Coordinates requirements for permits, approvals, activity requests.</li> <li>• Manages the interface between other engineering and architectural disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitate design review meetings with stakeholders and address all review comments</li> </ul>

25	Airside Pavement Lead	<ul style="list-style-type: none"> <li>• Minimum of 15 years experience in civil airport engineering applying unique engineering principles in airfield pavement structural design. Extensive understanding of traffic, geotechnical and municipal engineering.</li> <li>• Demonstrated experience in: <ul style="list-style-type: none"> <li>○ Major runway reconstruction comparable to current and forecasted traffic volumes at the Airport</li> <li>○ Design for locations with cold and hot weather seasonal changes similar to Toronto</li> <li>○ Long construction seasons extending into shoulder seasons while maintaining quality</li> <li>○ Design of different types of pavement wearing surfaces, bases, and subsurface</li> </ul> </li> <li>• Demonstrated experience applying Canadian aerodrome standards (TP312 4th and 5th editions) and international standards such as ICAO and FAA to review designs, analyze situations, determine challenges, and develop solutions.</li> <li>• Extensive knowledge of CSA design codes and standards, including materials, methods and standard practices for civil construction</li> <li>• Demonstrated experience using engineering design software preferably MicroStation CAD software, Bentley InRoads/OpenRoads Designer 3D modelling programs, AviPLAN and AutoTURN packages.</li> <li>• Proficiency with various computer applications including Bluebeam and Microsoft Office suite of programs (e.g. Word, Excel, PowerPoint, etc.).</li> <li>• Proficiency with various computer applications including Bluebeam and Microsoft Office suite of programs (e.g. Word, Excel, PowerPoint, etc.)</li> <li>• Knowledge to apply the principles of asset management for structural systems.</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> <li>• Recognized degree in civil engineering. Registered Professional Engineer licensed to practice in the Province of Ontario.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads “Airside Pavement” team throughout the planning, design, and delivery of the Program as it relates to civil design and construction including compliance with all relevant Laws and standards.</li> <li>• Ensures that civil design and construction comply with technical requirements, Laws, and standards including design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable</li> <li>• Manages the interface between other engineering disciplines to ensure integration and coordination across sub-programs, facilities, and assets.</li> <li>• Facilitates design review meetings with stakeholders and address all review comments.</li> </ul>
26	Regulatory Lead	<ul style="list-style-type: none"> <li>• Minimum of 10 years experience in airfield design with focus in aviation regulatory compliance</li> <li>• Demonstrated experience applying Canadian aerodrome standards (TP312 4th and 5th editions) and international standards such as ICAO and FAA to review designs, analyze situations, determine challenges, and develop solutions.</li> <li>• Proficiency with various computer applications including Bluebeam and Microsoft Office suite of programs (e.g. Word, Excel, PowerPoint, etc.).</li> <li>• Proficiency with various computer applications including Bluebeam and Microsoft Office suite of programs (e.g. Word, Excel, PowerPoint, etc.)</li> <li>• Excellent stakeholder engagement and communication skills including the ability to facilitate meeting / workshops with large groups of stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Leads “Aviation Regulatory” team and related disciplines throughout the planning, design, and delivery of the program as it relates to aviation regulatory requirements.</li> <li>• Ensures all electrical, civil, and PLC designs comply with aviation regulatory requirements, Laws, and standards through design reviews, submittal reviews, and testing.</li> <li>• Provide alternative technical proposals where applicable</li> <li>• Integrates regulatory compliance into all other engineering and architectural disciplines to ensure integration and coordination across Sub-Programs, facilities, and assets.</li> <li>• Facilitates design review meetings with stakeholders, develops and submits design briefs, and address all review comments.</li> </ul>