

**Job Posting:**        **RAILWAY ASSOCIATION OF CANADA [RAC]**

**NATIONAL DIRECTOR PUBLIC & GOVERNMENT AFFAIRS [\$175,000 – \$205,000 Salary]**

**Who We Are**

The Railway Association of Canada (RAC) represents over 50 freight and passenger railway companies that transport millions of passengers and approximately \$380 billion worth of goods across our country each year. As well, a growing number of industrial railways and railway supply companies are associate members. RAC's mission is to educate and collaborate with members, governments, and communities to ensure that Canada's rail sector is recognized as one of the safest, most competitive, and sustainable in the world, and as playing a critical role in our lives and our economy.

**Who You Are**

As an ideal candidate, you will have strong leadership qualities and interpersonal skills with solid experience in managing a team and meeting deadlines in an advocacy and public policy context.

**The Role**

The level of responsibility involves significant initiative and independent judgment, exercised within the framework of RAC's policies and budgets. To ensure alignment with organizational objectives, constant coordination with the President and CEO of RAC is required. You will proactively develop, coordinate, and carry out advocacy initiatives. Working with a team of Directors, Managers and support personnel, you will lead in a team environment. The position maintains broad contacts within railway member companies and with other stakeholders.

**Key Accountabilities**

- Responsible for the development, coordination, and implementation of engagement plans to raise the level of industry knowledge;
- Influence federal/provincial government policies, programs, legislation and regulations affecting railways;
- Structure and organize the work of the team to complete on time the various deliverable items associated with the engagement plan (such as letters, submissions, remarks, OpEd, Q&A and other input);

- Develop, consolidate, submit, and sometimes present, on behalf of the industry, submissions, input and or advice to various regulatory agencies. This role requires active personal engagement in the preparation of deliverables;
- Identify relevant public policy issues and trends for the industry and provide strategic advice as to actions that need to be taken;
- Must be adept with modern communications and public policy management standards and practices;
- Ensure the RAC is providing a high level of association services to its Rail and Associate membership;
- Provide leadership and coordination for various RAC committees, including the Policy and Advocacy General Committee (PAC) and support of RAC operating activities, its related priorities, strategies, and project approvals;
- Provide support and direction to various subcommittees to ensure they are properly aligned and focused to develop and meet deliverables as determined by PAC.

## Position Requirements

- A minimum of 10-15 years in the field of communications and public affairs;
- Significant experience in staff management with a proven record of mentorship and development of junior colleagues;
- Impeccable verbal and written communications skills essential. Expertise with digital communications is an asset;
- Ability to diplomatically deal with member needs and provide leadership skills to resolve conflict in a team-based environment;
- Ability to actively and directly lobby designated elected and non-elected public office officials;
- University degree with emphasis in communications, political science, business, economics and/or public policy administration;
- Active listener, facilitator, and strong relationship manager with knowledge of the public policy process;
- Knowledge of the rail industry and related policy matters is considered an asset.

## Working Conditions

- Manage multiple activities against aggressive timelines;
- Position is headquartered in Ottawa ON with regular in-person presence;
- Moderate travel required.

## Compensation

- Salary: \$ 175,000 - \$205,000;
- Vacation: 5 Weeks;
- Benefits: Premium health package, Matching RRSP, Performance Pay.

## Expected Start Date

- **January 05, 2026**
- Available to discuss an earlier date

The Railway Association of Canada is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals.

We thank applicants for their interest, however, only those advancing in the process will be contacted.

## Application Process [\[Exclusive Representation\]](#)

We appreciate all candidate submissions and we will quickly respond [by email] to those qualified with a request for a brief introductory call. After mutual interest is established a scheduled Candidate Pre-screen call will prepare the candidate for the interview and selection process. This will begin with an initial call from the CEO to the candidate to discuss the opportunity and challenges. A first interview invite will include a Q&A specific to the Role & Key Accountabilities, and the team dynamics. A final interview will include an exchange on work culture and most importantly the candidates value added to the team and organization ensuring a good fit.

Please send your resumé and cover letter (with a covering letter describing their interest and suitability for the position) in a single PDF document to [daniel@djbplacementsolutions.com](mailto:daniel@djbplacementsolutions.com) no later than **October 24<sup>th</sup>, 2025**, at 5pm. The subject line of the email should read "National Director: Fulltime".