



The Corporation of Norfolk County is a single-tier municipality of 70,000 located on the North Shore of Lake Erie in Southwestern Ontario. Norfolk County offers abundant recreational and lifestyle opportunities.

Rural by nature, prosperous by design, Norfolk County is located one hour south of Toronto. It offers picturesque small-town rural living within easy reach of major urban centres including Hamilton, London, Kitchener-Waterloo, and Brantford. With wonderfully varied tourist attractions, a bountiful and proven agricultural tradition, and spectacular recreational activities, the exceptional quality of community and family life simply can't be beaten!

With a combined operational and capital budget of approximately \$300M and more than 700 permanent staff, the County is committed to meeting the needs of its residents and business community by delivering efficient and effective services.

Inspire our Future

Norfolk County, a forward-thinking single-tier municipality, is seeking a dynamic and results-driven **Director of Planning** in the Community Development department. Norfolk County is poised for growth and as a result offers an exciting opportunity to drive forward our strategic vision and spearhead the growth of their communities that is consistent with community values. The ideal candidate will demonstrate a track record of fostering planning and quality development within communities in both an urban and rural setting, while cultivating robust customer service strategies, and high-performing teams.

Reporting to the General Manager, Community Development, you will be responsible for overseeing a passionate and dedicated team of planning professionals in the efficient, effective and timely delivery of services and processing of development applications. In this key role you will inform Council decisions on planning strategies and directions, manage a diverse range of assignments, while ensuring that community development, building, and strategic issues are aligned with departmental and corporate policies, plans, and objectives.

In addition, the Director plays a pivotal role in managing and coordinating staff within the Planning Services Department, managing the departmental budget, ensuring the effective processing of land use and development applications, and negotiating development agreements for complex projects on behalf of the County. Effective mediation among internal and external stakeholders will be integral to your success.

Ideal Qualifications

- **Education and Designations:** A university degree in Planning, Urban Studies, or a related field. Membership with the Canadian Institute of Planners or eligibility for membership, ideally coupled with a Registered Professional Planner designation in Ontario.
- **Planning and Development Services Experience:** A minimum of five years of progressive professional experience, demonstrating strong leadership skills and expertise in overseeing development applications, site planning, architectural review, and site servicing in a growth-oriented municipal setting.
- **Critical Thinking:** Exceptional business acumen and critical thinking skills, ability to understand strategic directions, and ability to apply this knowledge to achieve departmental strategies and business plan goals in a growth-oriented environment.

- **People Leadership:** Experience in a senior management position in a public sector setting including a track record of coaching, mentoring, and inspiring staff while maintaining a work environment that fosters teamwork, initiative, accountability, and innovation.
- **Operational Excellence:** Proven leadership abilities, emphasizing a culture of innovation, efficiency, continuous improvement, and accountability within a team. Demonstrated experience in developing and mentoring employees for growth and challenging roles.
- **Interpersonal Abilities:** Outstanding interpersonal skills for effective negotiation, influence, and collaboration with County departments, government agencies, developers, consultants, and other external stakeholders.
- **Communication Skills:** Exceptional oral and written communication skills for providing strategic advice, preparing reports, presenting proposals, and delivering recommendations to Council and executive-level staff.

Key benefits of working for the Norfolk County include:

- **Location** – convenient and centrally located downtown office in Simcoe, Ontario.
- **Modern office environment** – The main office located is in a modern, centrally located building with arranged parking.
- **Virtual Work** – A flexible virtual work policy to allow for telecommuting based on the demands of the position.
- **Employee Development** – leadership training opportunities to further enhance your skills.
- **Low cost of housing** – Norfolk County provides opportunities for a robust and affordable lifestyle. The choices range from a more developed urban centre to rural properties, to waterfront living. Housing options are significantly more affordable than regions in and around the Greater Toronto Area. Relocating to Norfolk County offers many coming from larger urban areas the opportunity to live mortgage free.
- **Healthcare** – An excellent community hospital is in Simcoe with larger acute and complex care facilities in nearby Hamilton and Brantford.
- **Compensation and Benefits** - a very competitive salary, benefit and vacation package including a defined benefits pension plan through www.omers.ca

How to Apply

To explore this opportunity please apply via email **as soon as possible** to careers@waterhousesearch.net quoting project **NC-DPLAN**. Qualified candidates will be considered as they apply. Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

All applications will be held in strict confidence. We thank all applicants, however, only those selected for an interview will be contacted. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for employment assessment purposes only.