



... a great place to live, work & play

One of the sunniest regions in BC's Lower Mainland, Delta embraces three unique communities - Ladner, North Delta and Tsawwassen. The City of Delta is looking for dedicated individuals to join our team and share in our commitment to lead the way in public service excellence.

MANAGER, PROPERTY USE & COMPLIANCE

The City of Delta is a vibrant, forward-thinking city in beautiful British Columbia. We're proud to deliver high-quality programs while fostering a positive and respectful work environment. We are currently seeking a skilled and experienced **Manager, Property Use & Compliance** to join our team. This position offers an exciting opportunity to make a significant impact within a dynamic municipal environment.

Position Overview

Reporting to the Deputy City Manager, the Manager, Property Use & Compliance is responsible for overseeing the daily operations and strategic planning of the City of Delta's Bylaw Services and Delta Community Animal Shelter teams within the Property Use and Compliance Department. This role provides strategic leadership, manages staff, and ensures the effective delivery of bylaw enforcement and compliance services to the community, in addition to overseeing the day-to-day operations of the City's animal shelter.

Key Responsibilities:

- Lead and manage the City's Bylaw Services and Animal Shelter employees, including exempt and unionized (CUPE) staff.
- Monitor performance metrics, manage the departmental budget, and prepare reports for senior leadership and Council as required.
- Develop and implement enforcement strategies aligned with Delta Council priorities and departmental objectives.
- Participate in strategic planning and policy development related to community compliance and regulatory services.
- Oversee the investigation and enforcement of City bylaws, including those related to property standards, parking, noise, zoning, unsightly premises, licensing, and animal control.
- Ensure consistent enforcement practices that prioritize education, voluntary compliance and fairness.
- Coordinate legal actions, ticketing, and court proceedings as needed in consultation with legal services in consultation with the City Manager's office.
- Act as a key liaison between the City and residents, businesses, Delta Police and other external agencies.
- Manage complex or high-profile complaints and enforcement matters with discretion and professionalism.
- Coordinate with departments such as Development, Engineering and Delta Police on cross-functional enforcement initiatives.
- Lead the review, development and update of municipal bylaws and enforcement policies.

- Identify and recommend process improvements and innovative solutions to enhance the efficiency and effectiveness of service delivery of the Property Use & Compliance Department.
- Oversee the overall operations, management and strategic direction of the Delta Community Animal Shelter.
- Foster a positive, respectful and safe work environment that encourages collaboration, accountability and professional growth.

Qualifications:

- The ideal candidate will have a university degree or diploma in Public Administration, Law Enforcement, Criminology or related discipline with a minimum 5-7 years of progressive experience in municipal bylaw enforcement or regulatory services, including at least 3 years in a supervisory or leadership role or an equivalent combination of education, training and experience.
- Exceptional collaboration, communication and interpersonal skills, with the ability to work effectively across diverse stakeholder groups.
- Strong problem-solving and conflict resolutions skills, with the ability to exercise sound independent judgment in decision-making.
- Knowledge of relevant legislation, including the Community Charter, Local Government Act, and City of Delta bylaws.
- Bylaw Enforcement & Investigative Skills Certification, along with training in conflict resolution or mediation is preferred.
- Experience working in a unionized, municipal or public sector environment is an asset.
- Valid Class 5 BC Driver's Licence.

The City of Delta provides a competitive salary (\$136,719 – \$163,041, 2024 rate) and a comprehensive benefits package, including a Defined Benefit Pension Plan with Special Agreement option (Municipal Pension Plan). Interested applicants are requested to apply online at www.delta.ca/employment, to competition number **#25-170 EX by July 14, 2025**. Candidates will be shortlisted and may be interviewed during the posting period.

At the City of Delta, we are committed to recruiting and retaining a diverse workforce that is representative of our community, providing equal opportunity, and fostering an inclusive workplace where our individual differences are recognized, valued, and celebrated.

We thank all applicants for their interest; only those under consideration will be contacted. Copies of relevant professional certificates, degrees, or tickets must be submitted with your application. Preferred candidates will be required to submit a Police Information Check.