



*... 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.

## Environmental Policy & Research Analyst

Reporting to the Climate Action and Environment Manager, the Environmental Policy & Research Analyst functions as part of the City of Delta's Climate Action and Environment team to research, develop, and implement policies in support of Delta's environmental initiatives including but not limited to the Community Energy and Emissions Plan, Electric Vehicle Strategy, and Climate Adaptation Strategy (currently in development). The portfolio for this position also includes development or update of environmental bylaws, managing the staff carpool program, Low Carbon Fuel Standard credit reporting, Local Government Climate Action Program reporting and environmental grant applications.

The incumbent will be responsible for the following:

- Conducts research, review, survey and analysis related to municipal environmental projects, research studies and issues;
- Prepares reports outlining findings, options and proposals;
- Strategically advances the development of policies and programs that move the City of Delta and community toward a sustainable future;
- Develops sustainability, ecosystem and environmental management research studies;
- Establishes and maintains effective working relationships with staff, consultants, commercial enterprises and associations;
- Maintains familiarity with climate action initiatives of other municipalities and senior levels of government and relays relevant updates to staff;
- Acts as the City's liaison at regional or provincial climate action meetings;
- Coordinates the work of consultants engaged in technical and research projects; and
- Performing other related duties as required.

Successful candidates should have a minimum of five (5) years of experience working in a field related to sustainability that includes knowledge in climate action (mitigation and/or adaptation), experience and interest in community engagement and collaborative initiatives, demonstrated ability to lead, facilitate, and gain consensus with various stakeholders, and proven experience in project management. A valid class 5 BC driver's licence is required.

Qualified candidates must possess a Bachelor's degree, and preferably a Masters degree, in addition to at least one of the following degrees, certifications or areas of experience:

- Degree or diploma with technical courses in climate mitigation and adaptation, biology, ecology or related discipline;
- Experience collecting and analyzing data;
- Highly skilled writer;
- Strong verbal communication skills;
- Demonstrated understanding of current environmental issues;
- Project management experience.

The City of Delta provides a competitive salary of \$49.65 - \$58.66 per hour (commensurate with experience) and an excellent benefits package including Municipal Pension Plan as well as an earned-days-off system. Interested applicants are requested to apply online at [www.delta.ca/employment](http://www.delta.ca/employment), to competition number **#25-195 EX** by **September 10, 2025**.

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.