



Make working for
The City work for you.



Director, Climate and Environment

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

As the Director of Climate and Environment, you are the senior leader responsible for both the operational and strategic aspects of the business unit, reporting directly to the General Manager of Planning & Development Services (PDS). You will lead a team of highly skilled professionals to shape and promote The City's vision for sustainability, climate resilience, flood and drought mitigation, food security, and contaminated site remediation. Leveraging the business unit's expertise in watershed planning, urban conservation, biodiversity stewardship, climate resilience, and energy management, you will encourage innovation and collaboration across sectors, integrating environmental excellence into city-wide planning systems and governance frameworks. As a member of the Senior Management Team (SMT), you are expected to promote an inclusive leadership style that values equity, diversity, inclusion, and ensures psychological and physical safety. With strong strategic thinking and political acumen, you will need experience in leading transformational change and fostering innovation. Primary duties include:

- Develop strong relationships and collaborate with a variety of interested parties - both internal and external - to achieve shared environmental and climate goals that contribute to building a great city.
- Provide environmental leadership through planning and policy development, program implementation, partnerships, and managing aspects related to the environment, including watershed management, biodiversity, contaminated sites, and environmental assurance and reporting.
- Lead climate initiatives that reduce climate risk through enhancing adaptation and resilience for both the Corporation and the community, energy management and greenhouse gas reduction, and supporting the energy transition for Calgary.
- Advance Calgary's Environment Strategy and Calgary's Climate Strategy and implementation plan to support a more sustainable and equitable Calgary.
- Provide strategic leadership and oversight to integrate climate and environmental risks and opportunities into city corporate governance, accountability frameworks, business planning, investment strategies, and robust reporting and assurance processes.
- Advocate for climate action, watershed planning, urban conservation, biodiversity, and natural environment sustainability on behalf of the City, its citizens, communities, and businesses.
- Provide strategic leadership and operational oversight across the Governance and Reporting, Energy Management, Environmental Management, and Natural Environment and Adaptation divisions, ensuring integrated program delivery to align with and advance the City's strategic objectives and sustainability vision.
- Represent the City's interests in city building and other priorities related to climate and the natural environment.

Qualifications

- A degree in a field related to climate or the environment, such as Environmental Engineering, Climate Change Science, Earth Science, Environmental Geoscience, Urban Planning, or Public Administration.
- At least 10 years of progressively responsible leadership and management experience in a complex organization, including climate or environmental functions.
- Equivalent combinations of experience and education will be considered.
- A Master of Business Administration or a Master's in a related field will be considered an asset.
- You have a strong reputation for political and organizational sensitivity and are driven by a dedication to serving the citizens of Calgary. You are committed to our mission of "Making life better every day" through our core values of Character, Commitment, Competence, and Collaboration.
- As a City leader, you exhibit effective contemporary leadership behaviours. You foster open communication and a collaborative working environment that empowers others to make sound decisions. You ensure a respectful, inclusive, and accessible workplace and promoting employee health, safety, and wellness.

Pre-employment Requirements

- An enhanced security clearance and media check will be conducted.
- Successful applicants must provide proof of qualifications.

Union: Exempt
Position Type: 1 Permanent
Compensation: Level E1 \$228,000 – 285,000 per annum
Hours of work: Standard 35 hour work week
Audience: Internal/External

Business Unit: Climate and Environment
Location: 201 8 Avenue SE
Days of Work: This position typically works a 5 day work week, earning 1 day off in each 3 week cycle.
Apply By: September 5, 2025
Job ID #: 312391

Apply online at www.calgary.ca/careers