



Make working for
The City work for you.



Environmental Programs Strategist

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 Environmental Programs Strategist, you will shape and lead environment programs that currently focus on stormwater strategy implementation, riparian area health, regional water issues, environmental education, water efficiency and emerging land, air and water programs. You will support the Climate and Environment business unit outcomes and achieve organizational environmental goals to strengthen corporate and Council decision-making. You will provide implementation oversight, strategic expertise, analysis, and advice to senior leadership. Primary duties include:

- Lead and coordinate the adaptive implementation of cross-corporate, cross-community and cross-partner environmental programs and projects, ensuring relevant Council priorities, business unit divisional goals, and City environmental outcomes are successfully achieved.
- Anticipate and conduct complex business, financial, and customer analysis to inform the development and implementation of municipal actions and investments.
- Provide in-depth analysis, interpretation and diagnosis of unique or emerging strategic environmental program issues with attention to mitigating community, corporate and reputational risk.
- Respond to rapidly changing issues management requests by integrating dynamic and multi-disciplinary perspectives, and sometimes inconsistent information, to develop recommendations and implement solutions.
- Research and contribute business, financial, customer and reputational perspectives into the development of new environmental plans, policy, and programs to support successful implementation.
- Maintain a general (not expert) level of knowledge and current information for each environmental program assignment.

Qualifications

- A degree in Environmental Science, Environmental Studies, Natural Resource Management, Social Science, Business Administration, Finance, Political Science, Public Policy, or a related field and at least 10 years of experience; OR
- A master's degree in Environmental Science, Environmental Studies, Natural Resource Management, Social Science, Business Administration, Finance, Political Science, Public Policy, or a related field and at least 8 years of experience.
- Experience must include water management strategic planning, program development and implementation, complex problem solving, project management, research/analysis, and engagement/facilitation.
- Experience in qualitative and quantitative research and analysis and Council report writing would be considered as asset.
- Program management skills and the ability to support programs and projects at both strategic and tactical level is essential.
- Strong analytical, problem solving, communication, and strategic thinking skills are essential as well as the ability to prioritize, build consensus among interested parties, manage ambiguity, and influence without authority.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Workstyle

- This position may be eligible to work from home for at least part of the time as one of several flexible work options available to City employees. Such arrangements are based on the operational requirements of the position and employee suitability and are subject to change based on operational needs and corporate direction.

Union: CUPE Local 38
Position Type: 1 Permanent
Compensation: Pay Grade 12 \$47.01 – 62.84 per hour
Hours of work: Standard 35 hour work week
Audience: Internal/External

Business Unit: Climate and Environment
Location: 625 25 Avenue SE
Days of Work: This position typically works a 5 day work week, with 1 day off in each 3 week cycle.
Apply By: October 6, 2025
Job ID #: 312637

Apply online at www.calgary.ca/careers