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The City work for you.



## Lead, Community Integration Strategies

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 Lead you will report to the Manager, Community Integration Strategies, and be part of a leadership team delivering on equity in service delivery and Anti-Racism priorities at the City of Calgary, including the implementation of the City's [Anti-Racism Strategic Plan](#). Primary duties include:

- Provide leadership to the Community Integration Strategies Division, with portfolios spanning both the Equity Program and the Anti-Racism Program. This includes leading professional staff dedicated to advancing equity in service delivery and implementing the Anti-Racism Strategic Plan.
- Lead hiring, retention, supervision, staff development, mentoring and coaching, performance management, and labour relations, in a unionized environment.
- Implement divisional safety plans to ensure the physical and psychological safety of staff in both Programs, while meeting corporate guidelines related to Occupational Health and Safety.
- Develop and integrate common processes and workflows across both Programs, intentionally creating points of collaboration with other teams across the Corporation.
- Collaborate with the leadership team in restructuring the division to ensure that the Equity and Anti-Racism Programs are delivered effectively, efficiently, and cohesively across the Corporation.
- Ensure both Program's activities align with both Council and Corporate priorities.
- Support the deployment of change management approaches to support operational and strategic changes to the work.
- Establish and monitor performance measures that demonstrate progress in advancing equity and anti-racism outcomes.
- Provide advice on the integrated strategic direction of both Programs and ensure fiscal accountability within existing budgets.
- Facilitate training, presentations, and engagement sessions with internal partners and community organizations to advance the goals of the Equity and Anti-Racism Programs.

### Qualifications

- A degree in Social or Human Services or a related field and at least 5 years of related experience in public service or a large organization with experience supervising in a unionized environment.
- At least 2 years of supervisory experience including hiring, retention, performance management, labour relations, and implementation of Equity, Diversity, Inclusion, and Belonging frameworks.
- Equivalent combinations of experience and education may be considered.
- Lived experience as a member of an underrepresented community or experience working with and as an ally for underrepresented community groups and/or persons is required.
- Preference will be given to candidates with experience in the following:
  - Leading strategic initiatives in large and complex organizations.
  - Implementing change management and project management approaches to achieve transformation.
  - Operational excellence and/or process improvement methodologies.
  - Working with elected officials and supporting highly political priorities.
- Success in this role requires demonstrated political acumen, change leadership, and the ability to develop and maintain collaborative relationships and communication.

### Pre-employment Requirements

- Applicants will be tested for appropriate skills.
- 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: Exempt	Business Unit: Community Strategies
Position Type: 1 Permanent & 2 Temporary (up to 12 months)	Location: 315 10 Avenue SE
Compensation: Level M2 \$130,400 - 163,000 per annum	Days of Work: This position works a 5 day work week earning 1 day off in a 3 week cycle.
Hours of work: Standard 35 hour work week	Apply By: October 8, 2025
Audience: Internal/External	Job ID #: 312631