

Bracebridge is a place where inspiration, opportunity, lifestyle, community and prosperity come together. If you are looking to expand, the Town of Bracebridge is a community of more than 17,000 residents plus 9,000 seasonal residents living in both urban and rural areas. Located in the heart of Muskoka, Bracebridge is a magnet for recreation and tourism, with a growing base of non-recreational businesses. There is a sense of civic responsibility and interest in protecting and enhancing Bracebridge's natural features; therefore, residents want increased and improved access to the Town's natural features, such as parks, trails and waterfront areas.

With total budget of over \$40 million the Town provides a range of services to meet the needs of residents and a multitude of businesses. According to Statistics Canada, Bracebridge has experienced the largest growth rate of any Town in Muskoka between 2016 and 2021. With a growth rate of 8.1%, we have significant residential, industrial and commercial growth on the horizon.

Define the Future

Are you passionate about urban planning, building and economic development in one of the premier growth focused communities in Muskoka? Are you passionate about creating vibrant, sustainable communities that meet the needs of current and future generations? Do you want to lead a dynamic team and make a lasting impact on the future of our municipality? This is your opportunity to bring bold ideas to life, influence long-term development, and leave a legacy. The Town of Bracebridge is looking for a strategic and innovative **Director of Planning and Development** to shape our community's future with vision, creativity, and leadership.

This isn't just any leadership role – this is a chance to help lead and enhance initiatives already underway and to shape the community's future with bold new ideas. As **Director of Planning and Development** you will report directly to the CAO and play a key leadership role in crafting policies, driving major economic development and planning initiatives, and overseeing development approvals that will define how our community grows and evolves for decades to come. You'll be collaborating with stakeholders, engaging the public, and working closely with Council to guide growth that's balanced, sustainable, and future focused.

We're looking for a strategic leader who thrives on innovation and is excited by the challenge of building communities that reflect the needs of today and the aspirations of tomorrow.

Your Key Responsibilities

- **Develop and implement planning, economic development, and building strategies** that balance growth with environmental sustainability, economic prosperity, and community well-being.
- **Lead a high-impact team** of professionals, mentoring and empowering them to excel while fostering a culture of innovation and collaboration.
- **Oversee key projects** related to the growth of our community such as Official Plan reviews, secondary plans, development applications, zoning by-laws, and urban design standards.
- **Engage with community members** and interest-holders, facilitating public consultations and turning feedback into actionable policies.
- **Monitor and forecast trends** in urban development to position the municipality as a leader in progressive planning, economic development and building practices.
- **Collaborate across departments** to ensure alignment with our organizational initiatives and our strategic plan.
- **Work closely with Council** and senior leadership to provide expert advice, reports, and recommendations on major planning decisions and initiatives.

What You Bring to the Team

- **Management and Leadership:** At least seven (7) years of progressive visionary leadership experience and abilities with a passion for planning, growth, economic development, building services and environmental sustainability coupled with a desire to leave an impact.
- **Planning and Growth:** Extensive experience in municipal planning, building and economic development, with a solid understanding of the planning framework, municipal development processes, related policies, acts and legislation, ideally in Ontario.
- **Critical Thinking:** Exceptional business acumen and critical thinking skills, ability to understand strategic directions, and make independent evaluations, recommendations and apply this knowledge to achieve departmental strategies and business plans that serve public interest.
- **People Leadership:** Ability to coach, mentor, and inspire staff and service partners in a unionized environment while maintaining a work environment that fosters teamwork, initiative, accountability, and innovation.
- **Operational Excellence:** Proven analytical skills, organizational skills, coupled with the inclination to be action oriented, focused on continuous improvement, and demonstrate perseverance when the situation demands it.
- **Resource Management:** Strong budget and project management skills, ability to effectively manage departmental budget and resources as well as leading complex growth-related initiatives.
- **Customer Service:** Experience with modern day community focused and service minded processes and approaches related to departmental services.
- **Collaboration and Interpersonal:** Outstanding interpersonal skills for effective negotiation, influence, and collaboration. Able to provide strategic advice to a range of stakeholders including internal departments, Mayor/Council, government agencies, developers, and other stakeholders.
- **Communication Skills:** Exceptional oral and written communication and presentation skills – you can turn complex planning concepts into accessible ideas and inspire action.
- **Education:** A post-secondary degree from an accredited university in Planning, Economic Development or equivalent, coupled with certification as a Registered Professional Planner (RPP). Membership in the Canadian Institute of Planners (MCIP) is a decided asset.

What we Offer

- **Compensation and Benefits:** Annual salary ranging from \$140,595 to \$164,492 plus a comprehensive benefits package and OMERS pension.
- **Work-Life Balance:** Enjoy a healthy work-life balance with flexible work arrangements.
- **Growth Opportunities:** Expand your leadership skills as you develop and mentor a talented team, with the chance to grow your career within a supportive and evolving municipality.
- **Influence and Impact:** You'll be at the forefront of major community building initiatives, helping shape policies that will drive our community's future.
- **A Community That Cares:** Be part of a vibrant community with a strong sense of identity, engaged citizens, and a shared commitment to progress.

How to Apply

To explore this opportunity please apply via **email by November 20th, 2025 or sooner to careers@waterhousesearch.net** quoting project **BRACEBRIDGE-DPB**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

We thank all applicants for their interest, however, only those selected for interviews will be contacted. Information collected will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act.