

Employment Opportunity

Community Development Engineer

Engineering and Public Works Department

Full-Time, Exempt, Permanent

December 22, 2025

The City of Fernie invites applications from qualified, experienced, persons for the full-time, exempt, permanent position of Development Engineer.

POSITION SUMMARY

Reporting to the Manager of Engineering, the Development Engineer contributes to core functions within the Engineering Department, with a primary focus on development related engineering activities. Job responsibilities include review of development applications, and involvement in development related asset management, and infrastructure project delivery related to development. Fulfillment of the Development Engineer's work requires working with the development community, collaborating with the City's Planning & Development Services department, engaging in public consultations, liaising with other levels of government and municipal jurisdictions, as well as procuring and managing services as they relate to development reviews, asset management, planning, design, and construction work.

To deliver the portfolio, the Development Engineer supports thorough, consistent, and equitable application of the Subdivision and Development Servicing Bylaw and other related bylaws to facilitate the addition of new residential, commercial and institutional development to the City. They review engineering drawings and reports submitted by developers, assess infrastructure capacity and impacts, provide technical comments and recommendations, and coordinate with the Planning & Development Services department to ensure engineering input is integrated into the overall development approval process.

The Development Engineer will take any reasonable action necessary to carry out the responsibilities assigned to them, provided such action demonstrates sound judgment, and does not deviate from prescribed municipal policies or bylaws, or approved municipal practices and procedures.

DUTIES AND RESPONSIBILITIES

The **Development Engineer** will:

- Review and approve municipal engineering requirements for development.
- Ensure design and construction of civil engineering infrastructure meets City standards and aligns with the Official Community Plan vision for growth and development.
- Provide and coordinate engineering input on development applications (Land Use, Development Permits, Subdivision, Outline Plans)
- Apply technical expertise in infrastructure impact assessments, functional planning, geometric design, construction phasing, access management.
- Contribute to Committee and Council reports on utilities infrastructure planning.
- Represent Development Engineering in public meetings and Council meetings as needed.

- Lead/manage major, complex infrastructure planning projects and prepare business cases, project stage-gating, construction agreements, and technical handovers.
- Review and negotiate legal agreements related to subdivisions, development permits, and land use amendments.
- Provide engineering review of land development applications to ensure projects meet the City's requirements, best practices, and long-term strategic plans.
- Represent the City and liaise with internal stakeholders, consultants, developers, agencies, and the public on transportation aspects of development.
- Define terms of reference for proposed development Impact Analyses and conduct technical reviews.
- Develop conceptual servicing designs, high-level cost estimates, and innovative solutions for development and for departmental standards/guidelines.
- Provide direction on detailed civil designs and transportation servicing requirements.
- Perform infrastructure inspections and prepare and maintain technical reports and records, inspection reports, photos, and field books.
- Assist in the development and evaluation of policies, standards, bylaws, and procedures.
- All employees shall work in accordance with the City of Fernie's Safety Management System.
- Other duties as required.

These key duties are general descriptions of the principal functions of the job identified and shall not be construed as a detailed description of all the work requirements that may be inherent in the job

VALUES

Managers are expected to champion the City of Fernie's Corporate Vision, Mission, and Values, embedding these principles in their leadership approach and team operations to foster a culture of excellence and continuous improvement:

Vision

An inclusive workplace where people are supported, excited and proud.

Mission

Prioritize a healthy and respectful organization that enables quality service delivery.

Core Values

- Safety and Wellness
- Initiative
- Accountability
- Integrity
- Teamwork

QUALIFICATIONS

- Bachelor of Science in Civil Engineering
- Professional Engineer or Engineer in Training in good standing and licensed/eligible to be licensed to practice in British Columbia Experience with municipal development applications or municipal policy (municipal or consulting).
- Strong understanding of municipal development servicing and MMCD Design Guidelines.
- Strong technical knowledge of water, sanitary and/or stormwater systems and strong project management skills.
- Leadership capability and strong interpersonal skills with the ability to build effective relationships with colleagues, community, and development industry.

WORK CONDITIONS

- To work in the Fernie Operations Facility
- Operation of desktop computer and peripherals
- Periodic site visits to construction sites / development sites

- Interaction with employees, management, consultants, constituents, and the public at large.
- Occasional Council meeting attendance and conducting of presentations
- Moderate overtime
- Occasional travel
- Working in a busy environment with frequent interruptions.
- Extended periods of sitting

ACKNOWLEDGEMENT

The above description reflects the general details considered necessary to describe the principal functions and duties as required for proper evaluation of the job and will not be construed as a detailed description of all the work requirements that may be inherent in the job. Employees may perform other related duties and tasks as required to meet the needs of the operation.

The City of Fernie offers competitive benefits and a competitive salary depending on the applicant's experience and abilities. The Development Engineer is a full-time (35 hours/week), permanent, Exempt position. Salary bands for this exempt role are considered at a Manager 1 level, ranging from \$98,000 - \$112,500 per year depending on education, certifications and experience, supplemented with competitive benefits and pension, and will receive the higher benefits between the CUPE Local 2093 and IAFF Local 2827. Earned Day Off Program: (i.e., Extra Day Off every three weeks) and Pension Plan inclusion.

Interested applicants are requested to submit a resume and cover letter in pdf format before 12:00PM (MST) **Friday January 23, 2026**, to careers@fernie.ca titled "Development Engineer"

Nick Pennell
Manager of Engineering
careers@fernie.ca
cc: Human Resources
PO BOX 190, 501-3rd Avenue
Fernie, BC V0B 1M0

We wish to express our appreciation to all applicants for their interest in applying for this position. However, only candidates selected for an interview will be contacted.

The City of Fernie is committed to diversity, equity and inclusion in the workplace and during the recruitment process. We welcome applicants from all qualified individuals, including those who belong to equity-deserving groups. If you require accommodation to participate in the recruitment process, please inform us when you apply, and we will make every effort to meet your needs. Staff can be reached at careers@fernie.ca or reached at 250-423-2242 to arrange for accommodation.

The City of Fernie strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, City of Fernie will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.