



... a great place to live, work & play

One of the sunniest regions in BC's Lower Mainland, Delta embraces three unique communities - Ladner, North Delta and Tsawwassen. The City of Delta is looking for dedicated individuals to join our team and share in our commitment to lead the way in public service excellence.

Chief Building Official

Reporting to the Director, Development, the Chief Building Official (CBO) plays a key leadership role in setting and carrying out the annual work program of the Buildings Division as a member of the Development Department's leadership team. The CBO is accountable for the technical administration of the BC Building Code, Delta's Building/Plumbing Bylaw, and related bylaws, codes, and policies through plan reviews and inspections, while also exercising significant responsibility for the management of labour relations in a unionized environment. This position requires a versatile and experienced professional with strong leadership, people-management, and labour relations expertise, combined with a solid technical background in building and plumbing inspections and plan review. The CBO plays an active and ongoing role in performance management, attendance management, discipline, grievance response, and the interpretation and application of collective agreements, City policies, and procedures, working closely with Human Resources and senior leadership. The CBO responds to requests from the Mayor's Office and/or the City Manager's Office and attends meetings with executive staff as required, including meetings involving confidential, strategic, and labour relations matters.

Key Responsibilities

- Plans, assigns, supervises, and reviews the work of a group of unionized trades inspectors and clerical staff
- Provides leadership, coaching, training, and performance feedback to staff while establishing clear, consistent, and defensible work practices
- Oversees thorough plan reviews and inspections to verify compliance with applicable codes and bylaws
- Processes complex permit applications such as multi-use developments, high rises, and commercial improvements, as well as residential development and alterations
- Provides technical advice and direction to staff; assists with complex problem resolution and responds to community inquiries and complaints professionally
- Communicates effectively with the public, developers, unions, and other government agencies
- Develops and maintains effective working relationships with City Council, employees, other departments, external agencies, and the public
- Participates in recruitment, selection, onboarding, and probationary evaluations of new employees
- Identifies organizational, training, and development needs and assists in implementing training plans that balance technical and leadership competencies
- Prepares and presents reports and recommendations for consideration by Council and senior leadership
- Leads and manages labour relations activities, including performance management, attendance management, discipline, investigation of workplace issues, and grievance response, in consultation with Human Resources
- Interprets and applies collective agreement provisions, City policies, and procedures to ensure fair, consistent, and legally compliant decision-making

Required Knowledge, Skills and Abilities

- Demonstrated commitment to public service and leadership in a complex, unionized municipal environment
- Ability to provide oversight and direction to the Buildings Division while working collaboratively with other departments and senior leadership
- Strong technical background in building inspection, plan review, code interpretation, and regulatory compliance
- Proven ability to manage and lead unionized staff, including addressing employee and labour relations matters effectively, confidentially, and consistently
- Strong working knowledge of labour relations principles, including collective agreements, progressive discipline, investigations, and conflict resolution
- Excellent communication, organizational, and prioritization skills, including the ability to present complex or sensitive information clearly
- Proven negotiation, mediation, facilitation, and conflict-resolution skills
- Ability to exercise sound, independent judgment in complex and sensitive situations, including labour relations matters
- Strong interpersonal skills with the ability to model respectful workplace behaviour and leadership accountability
- Ability to plan, organize, set priorities, and work effectively under pressure
- Proficiency in Microsoft Office and other relevant software systems

Required Qualifications

- BOABC Qualified Level 3 Building Official;
- Minimum 5 years' relevant experience as a Building Inspector including experience in a supervisory/management role
- Valid Class 5 BC Driver's License.

The City of Delta provides a competitive salary of **\$113,720 - \$135,614** (commensurate with experience) and an excellent benefits package including Municipal Pension Plan as well as an earned-days-off system. Interested applicants are requested to apply online at www.delta.ca/employment, to competition number **26-68 EX** by **February 11, 2026**.

At the City of Delta, we are committed to recruiting and retaining a diverse workforce that is representative of our community, providing equal opportunity and fostering an inclusive workplace where our individual differences are recognized, valued and celebrated.

We thank all applicants for their interest; only those under consideration will be contacted. Copies of relevant professional certificates, degrees, or tickets must be submitted with your application. Preferred candidates will be required to submit a Police Information Check.