

# Join the City of Medicine Hat as a Superintendent – Park Services

**Permanent | Full-Time | On-site**

**Starting at 108,315/year · Relocation assistance available**

Lead the spaces that bring our community together. As Superintendent – Park Services, you'll oversee a diverse portfolio that includes Hillside Cemetery, Gas City Campground, Echo Dale Regional Park, Horticulture, and Animal Pound Services. From enhancing visitor experiences and preserving beautiful public spaces to leading dedicated teams and planning for the future, you'll play a key role in delivering services that residents and visitors enjoy every day.

We're a team that believes how we work is just as important as the work we do. Grounded in our values - Own It, Team Up, Be Curious, and Service with Care - we're committed to delivering meaningful impact for our community while supporting each other along the way.

## How you'll own it

- Lead the day-to-day operations of Park Services, including Hillside Cemetery, Gas City Campground, Echo Dale Regional Park, Horticulture, and Animal Pound Services
- Provide leadership, coaching, and direction to supervisors and frontline staff while fostering a positive, accountable, and high-performing team culture
- Develop operational plans, service improvements, and processes that support effective and sustainable service delivery
- Support the development and management of operating and capital budgets, while monitoring financial performance, reporting, and operational priorities
- Lead recruitment, onboarding, training, performance management, and employee development initiatives for Park Services teams
- Identify opportunities for continuous improvement, operational efficiencies, and enhanced service levels across Parks Services
- Build strong relationships with internal departments, contractors, community groups, regulatory agencies, and the public to support effective service delivery
- Ensure compliance with public health, environmental, workplace health and safety, and regulatory requirements while promoting a safe workplace
- Support long-term planning and improvements for community assets and services, including parks, facilities, and animal services

## **A closer look at the role**

No two days will look the same. You might start your day reviewing operational priorities with your leadership team, visiting a park site to understand current needs, or working through seasonal planning for campground and horticulture services. Throughout the week, you'll move between supporting your teams, reviewing budgets and reports, addressing service challenges, collaborating with internal partners, and identifying opportunities to improve how services are delivered.

This role is ideal for a leader who enjoys variety and being connected to the work happening across the community. You'll spend time both planning for the future and supporting the day-to-day operations that keep our parks, facilities, and services running effectively.

## **What you bring**

- Proven leadership experience grounded in servant leadership principles, with the ability to coach, mentor, and develop high-performing teams while fostering a positive, collaborative, and inclusive work environment
- Ability to build trust, remove barriers, empower employees, and support individual and team success through a people-first approach to leadership
- Strong organizational skills with the ability to manage multiple priorities and competing demands in a fast-paced operational environment
- Provide support for Animal Pound Services, ensuring effective service delivery, regulatory compliance, and animal welfare standards.
- Experience leading operational teams and delivering customer-focused services within parks, public services, municipal operations, or a related environment
- Ability to support operational planning, budget management, reporting, and service improvement initiatives
- Strong relationship-building skills with the ability to collaborate effectively with employees, stakeholders, contractors, and the public
- Knowledge and understanding of workplace health and safety, environmental requirements, and regulatory compliance
- Ability to identify opportunities for process improvements and implement solutions that enhance service delivery
- Excellent communication and interpersonal skills, with the ability to confidently navigate complex situations and provide clear direction

## Qualifications

- Bachelor's degree in a related field from a recognized post-secondary institution
- Minimum five (5) years of experience in customer service, parks operations and maintenance, animal pound services, or a related field
- Minimum three (3) years of supervisory or management experience
- Valid Class 5 Alberta Driver's License with an acceptable driving record
- A combination of relevant training and experience may be considered
- This position has been identified as Safety Sensitive and requires the completion of a satisfactory pre-employment drug screen, which includes testing for cannabis use.

## Why you'll love working with us

We show up with accountability, care, and teamwork — every day, with every person. Our values guide how we work together, serve our community, and support one another so we can deliver exceptional public service.

- **Collaborative team culture:** Be part of a supportive environment where we **Team Up** to deliver great community outcomes.
- **Career growth and development:** We encourage you to **Be Curious**, offering training and development that fosters continuous learning.
- **Competitive total rewards: We Own It** by offering comprehensive benefits, pension, health and dental coverage, and competitive compensation.
- **Flexibility & work life balance:** Our commitment to **Service with Care** includes supporting your wellbeing at work and at home.

## Life in Medicine Hat

With over **330 days of sunshine each year**, Medicine Hat offers an exceptional quality of life. Enjoy beautiful parks, vibrant cultural experiences, short commute times, and a relaxed cost of living, along with abundant opportunities for outdoor recreation in every season. Whether you're relocating or returning to southern Alberta, you'll find a welcoming community that's an excellent place to live, work, learn, and play.

[Opportunity Awaits – Move to Medicine Hat.](#)

**#brightideas**