

Join the City of Medicine Hat as a Superintendent - Recreation

Permanent | Full-Time | On-site

Starting at \$108,315/year · Relocation assistance available

The Superintendent - Recreation (Intermediate) is a key leadership role responsible for shaping the delivery of recreation services, aquatics, fitness, customer service, and programming across the City of Medicine Hat. Reporting to the Manager of Recreation, you'll lead a dedicated team while helping create exceptional recreation experiences that enrich the lives of our residents.

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 operation of recreation services, including aquatics, fitness, customer service, and dryland programming
- Provide leadership, coaching, and direction to supervisors and staff while fostering a positive, high-performing team culture
- Develop operational goals, work plans, and performance measures that align with departmental business plans
- Support the development and management of operating and capital budgets, while monitoring financial performance and service delivery
- Collaborate with user groups, community partners, and internal departments to enhance recreation opportunities and customer experiences
- Research and implement service improvements, operational efficiencies, and best practices that strengthen recreation programs and facilities
- Ensure compliance with health, safety, environmental, and regulatory requirements while promoting a safe workplace for staff and visitors
- Build strong relationships with community organizations, stakeholders, and the public while supporting a customer-first approach to recreation services

A closer look at the role

This role offers the best of both worlds. You'll provide strategic leadership while staying connected to day-to-day recreation operations. From

supporting your leadership team and collaborating with community partners, to reviewing budgets, improving services, and planning for the future, you'll help shape how recreation is delivered across Medicine Hat.

You'll work closely with supervisors, user groups, and internal departments to ensure our facilities, programs, and customer experiences continue to evolve with the needs of our growing community. It's a role that balances people leadership, operational excellence, and continuous improvement, with plenty of variety from one day to the next.

What you bring

- Strong knowledge of recreation operations, customer service, aquatics, fitness, and program delivery
- Proven leadership experience building engaged, high-performing teams through coaching, mentoring, and accountability
- Experience managing budgets, operational planning, and performance measurement
- Ability to balance strategic thinking with operational decision-making in a fast-paced environment
- Strong relationship-building skills with the ability to collaborate effectively with staff, community groups, stakeholders, and the public
- Experience identifying opportunities for continuous improvement and implementing operational efficiencies
- Excellent communication and interpersonal skills, with the ability to confidently navigate competing priorities and complex situations
- Proficiency with Microsoft Office and other business systems used for planning, reporting, and operational management

Qualifications

- Bachelor's degree in Recreation, Commerce, Management, or a related field from a recognized post-secondary institution
- Minimum five (5) years of experience in recreation 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