



PERMANENT FULL-TIME DIRECTOR, PARKS, RECREATION & CULTURE

(Competition 26-88)

Position Overview

Are you a collaborative and forward-thinking leader with a passion for parks, recreation, and culture? Are you motivated by the opportunity to shape inclusive, sustainable, and vibrant community spaces and services that enhance quality of life and strengthen community? If so, the City of Nanaimo invites you to consider this senior leadership opportunity.

Reporting to the General Manager, Community Services & Deputy CAO, the Director of Parks, Recreation & Culture is a key member of the City's senior leadership team. You will provide strategic and operational leadership to a diverse portfolio that includes parks operations and planning, recreation and wellness services, cultural and sporting programs, facilities, events as well as the stewardship of Nanaimo's extensive network of parks, trails, open spaces, and natural areas.

Through a team of managers, you will lead a large, unionized and exempt workforce, ensuring services are delivered in alignment with Council priorities, corporate strategic plans, and community needs. You will champion community engagement and partnerships, support arts, culture, and heritage initiatives, oversee operating and capital budgets, and contribute to a high-performance organizational culture grounded in collaboration, accountability, innovation, and continuous improvement.

Qualifications

Ideally, you hold a degree in Recreation or Resource Management, Public Administration, Business Administration, or a related discipline. You are a strategic thinker and effective relationship-builder with a minimum of eight (8) years of progressively responsible experience, including senior leadership experience in a public sector, unionized environment. An equivalent combination of education, training, and experience may be considered. Possession of a valid Class 5 BC Driver's License is required.

Additional Information

This is a permanent full-time exempt position offering 35 hours of work per week, with the salary range of \$161,427.71 to \$171,731.61 as well as a competitive benefits package.

Shortlisted applicants may be required to undergo a criminal record check and/or a verification of their education credentials. To apply for this opportunity, please submit a resume and cover letter (.docx or PDF file format) to employment.opportunities@nanaimo.ca referencing the specific competition 26-88 by the application deadline.

For detailed information on this position and for more information on our community, please visit our website at <https://www.nanaimo.ca>.

Discover What's Possible

The City of Nanaimo is one of the fastest growing, livable urban hubs on Vancouver Island. Situated between the mountains and the ocean on the east coast of Vancouver Island, Nanaimo is a short ferry trip away from Vancouver and a gateway to the Gulf Islands. Nanaimo is home to Vancouver Island University and is rich in parks, recreational, cultural and social amenities.

We offer a diverse team environment, competitive wages and a comprehensive benefit plan for permanent employees as well as remote work programs and vacation credit for municipal service.

Posting Date

Monday, July 13, 2026

Application Deadline

Monday, August 10, 2026
4:30 p.m.

Contact Information

Human Resources
City of Nanaimo
2nd Floor, 455 Wallace Street
Nanaimo, BC V9R 5J6
Phone: (250) 755-4406

The City of Nanaimo is an inclusive employer that values diversity and invites applications from all qualified individuals who are legally entitled to work in Canada. We thank all applicants in advance for their interest; however, only those selected for further consideration will be contacted. If shortlisted for the role and need an accommodation within the hiring process, we would be pleased to discuss how best to accommodate your needs.