

Find your purpose. Make an impact.

Business Strategist

If you are committed to public service, enjoy collaborating with others, share our values and have a desire to learn and grow, join [The City of Calgary](#). City employees deliver the services, run the programs and operate the facilities which make a difference in our community. We support work-life balance, promote physical and psychological safety, and offer competitive wages, pensions, and [benefits](#). Together we make Calgary a great place to make a living, a great place to make a life.

The City is committed to fostering a respectful, inclusive and equitable workplace which is representative of the community we serve. We welcome those who have demonstrated a commitment to upholding the values of equity, diversity, inclusion, anti-racism and reconciliation. Applications are encouraged from members of groups that are historically disadvantaged and underrepresented. Accommodations are available during the hiring process, upon request.

Occupational Health & Safety (OHS) is actively recruiting for a strategic thinker who is experienced with aligning big-picture vision to strategy development and the creation of targeted actions plans. If you have experience with cross-departmental collaboration and communication, we'd like to hear from you!

As part of the Strategic Services team, you will drive strategic planning as well as support partner engagement and program delivery for the Occupational Health and Safety Business Unit. As a Business Strategist, you will lead the development and ongoing evaluation of multi-year strategies, governance frameworks, action plans, and executive reporting that support long-term organizational effectiveness and risk management. Primary duties include:

- **Strategy Development:** lead the development and implementation of governance frameworks, strategic plans, and action plans that support OHS priorities.
- **Strategy Execution & Change:** partner with leaders to translate organizational priorities into strategic initiatives, business plans, and change activities that advance OHS objectives and organizational effectiveness.
- **Partner Alignment:** facilitate cross-functional engagement to build organizational alignment on strategic priorities and change initiatives.
- **Strategic Insight & Decision Support:** lead the assessment of organizational performance, emerging trends, risks, and partner insights to identify strategic opportunities, inform decision-making, and advance organizational priorities.
- **Risk & Opportunity Identification:** identify and highlight emerging health, safety, and wellness risks and opportunities across business units.
- **Future Planning & Environmental Scanning:** provide strategic insight on emerging internal and external trends to support long-term planning, organizational preparedness, and the advancement of OHS priorities.

Qualifications

- A degree in Business Administration, Public Administration, or a related management field is required.
- At least 5 years of experience developing and advancing organizational strategies, leading change initiatives, establishing governance frameworks, creating multi-year action plans and partnering with leaders to achieve strategic objectives.
- Advanced proficiency in Microsoft Office (Word, Excel, PowerPoint, Teams, SharePoint) is required.
- A master's degree in a related management field would be considered an asset.
- A certification such as Project Management Professional (PMP), Six Sigma, or Certified Management Consultant (CMC) would be considered an asset.
- Experience with change management and strong knowledge of change management principles (e.g., ADKAR) would be considered an asset.
- Experience in program delivery and post-implementation evaluation is an asset.
- Experience or a background in OHS would be considered an asset.
- Experience with the following is essential for success in this role:
 - Building strategic partnerships, influencing decision-making, and leading organizational change and transformation initiatives.
 - Translating broad vision into leading the creation of multi-year strategic planning initiatives and associated action plans.
 - Developing governance frameworks and accountability models.
- Required competencies include: critical thinking; project coordination; strategic planning; strategic analysis; enhancing organizational effectiveness; strong communication and interpersonal skills; political acumen; and the ability to work collaboratively within a team.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Workstyle: This position may be eligible to work from home for at least part of the time as one of several flexible work options available to City employees. These arrangements depend on the operational requirements of the role, employee suitability, and are subject to change based on operational needs and corporate direction.

Note: This position is based in Calgary. Applicants from outside Calgary are welcome to apply; however, the successful candidate will be required to relocate to the Calgary area.

Position and Pay Information

Business Unit: Occupational Health & Safety

Union: CUPE Local 38

Position Type: 1 Permanent

Compensation: Pay Grade 11 \$46.21 – 61.78 per hour

Hours of work: Standard 35 hour work week

Days of work: This position works a 5-day work week with one day off in a 3 week cycle.

Location: 201 8 Avenue SE

Audience: Internal/External

Apply By: September 22, 2026

Job ID: 315276

Apply online at www.calgary.ca/careers