

Find your purpose. Make an impact.

Environmental Compliance Specialist

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.

As an Environmental Compliance Specialist specialized in Erosion and Sediment Control (ESC), you will be reporting to the Team Lead of the Stormwater Pollution Prevention Team and will be responsible for implementing the City of Calgary's ESC program in Water Services. Primary duties include:

- Inspect, monitor, and enforce compliance at construction sites to ensure approved ESC Plans and the Stormwater Bylaw are followed, protecting stormwater infrastructure and the environment. Conduct field inspections to identify ESC deficiencies and potential risks, and determine appropriate corrective actions.
- Review ESC Plan submissions, technical drawings, and supporting documents for compliance with City guidelines and specifications. Provide technical comments and issue approvals as needed.
- Issue drainage permits by assessing stormwater system suitability and confirming applicable regulatory requirements.
- Investigate complaints related to spills, releases, bylaw infractions, ESC approval non-compliance, and lab results, and prepare enforcement reports.
- Communicate technical and regulatory requirements to customers, developers, contractors, consultants, and other partners. Identify compliance barriers and work collaboratively to implement corrective actions.
- Provide technical guidance to internal and external partners, including Community Compliance, Community Planning, Bylaw Services, and other City departments, to support regulatory and program objectives.
- Work with multidisciplinary teams and internal departments to address development, construction, drainage, and stormwater-related issues.
- Interpret and apply environmental legislation, bylaws, policies, guidelines, and technical standards to assess and resolve ESC and stormwater compliance issues.
- Maintain accurate inspection, enforcement, approval, and compliance records, and prepare technical correspondence and reports as required.
- Support continuous improvement initiatives, technical projects, and strategic reviews of the City's Erosion and Sediment Control program.
- Perform other duties as assigned by the Team Lead, Stormwater Pollution Prevention.

Qualifications

- A completed two-year diploma in a related discipline, such as Environmental Science, Earth Sciences, Civil Engineering or Environmental Engineering, and at least 5 years of related experience OR

Apply online at www.calgary.ca/careers

Find your purpose. Make an impact.

Environmental Compliance Specialist

- A degree in a related discipline, such as Environmental Science, Earth Sciences, Civil Engineering or Environmental Engineering, and at least 3 years of related experience.
- A valid Class 5 Driver's License (or provincial equivalent), with no more than 6 demerits OR; a valid Graduated Driver's License (GDL) with no more than 4 demerits and no current suspensions or charges pending.
- Ability to obtain a City of Calgary operator's permit.
- Experience in the following is required: Erosion & Sediment Control (ESC) inspections, report writing, communicating technical requirements with partners, review and interpretation of ESC drawings.
- A CPESC (Certified Professional in Erosion and Sediment Control) designation or be eligible to obtain within 6 months is preferred. Other related professional designations and certifications will be considered an asset.
- Knowledge of GIS, hydrology, soil science, water resource systems, and construction practices are considered assets.
- Experience in the following are considered assets: working in a multidisciplinary work environment, environmental compliance (identifying issues and advising clients on required corrective actions to resolve compliance issues), interpreting and applying environmental legislation, municipal engineering and/or stormwater management.
- Success in this position requires effective communication, conflict management skills, strong communication, strong relationship building with internal and external clients, and the ability to work with others and independently to achieve compliance objectives.

Pre-employment Requirements

- Must obtain a City of Calgary operator's permit.
- Successful applicants must provide proof of qualifications.

Workstyle

- This position works full time from the office, with no remote work options available.

Pre-employment Drug Test: An offer of employment for this position will be conditional on an applicant passing a pre-employment drug test. This test assesses for use of drugs including cannabis. Failure to pass a pre-employment drug test may prevent an applicant from being hired into any safety sensitive position for a period of up to twelve months.

Position and Pay Information

Apply online at www.calgary.ca/careers

Find your purpose. Make an impact.

Environmental Compliance Specialist

- **Business Unit:** Water Services
- **Union:** CUPE Local 38
- **Position Type:** 2 Temporary (up to 22 months)
- **Compensation:** Pay Grade 12 \$48.54 - 64.88 per hour
- **Hours of work:** Standard 35 hour work week.
- **Days of work:** This position works a 5-day work week with 1 day off in a 3 week cycle.
- **Location:** 677 25 Avenue SE
- **Audience:** Internal/External
- **Apply By:** October 9, 2026
- **Job ID:** 315064