



## Environmental Programs Strategist, Water Efficiency

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 the Environmental Programs Strategist, Water Efficiency, you will shape and lead environment programs that currently focus on Watershed Resiliency with a primary focus on water efficiency. You will support the Climate and Environment business unit outcomes and achieve organizational environmental goals to strengthen corporate and Council decision-making. You will provide implementation oversight, strategic expertise, analysis, and advice to senior leadership. Primary duties include:

- Lead and coordinate the adaptive implementation of cross-corporate, cross-community and cross-partner environmental programs, ensuring relevant Council priorities, business unit divisional goals, and City environmental outcomes are successfully achieved.
- Provide critical thinking, research, strategic analysis, and aggregated subject matter expertise to inform program and business decisions.
- Maintain a general (not expert) level of knowledge and current information for each environmental program assignment.
- Collaborate with, support, and facilitate an extended program team working on diverse projects and actions to achieve the common program goals.
- Lead select projects or actions within an environmental program to completion or to transition to another team for operational sustainment.
- Prepare reporting, presentations, and communication on environmental programs progress, adaptive implementation, and outcomes for senior management, Council, and other interested parties.
- Provide program input into the development of new environmental plans, policy, and programs to enable practical implementation.

### Qualifications

- A degree in environmental science, environmental studies, natural resource management, social science, public policy, or a related field and at least 10 years of experience; OR
- A master's degree in environmental science, environmental studies, natural resource management, social science, public policy, or a related field and at least 8 years of experience.
- Experience must include water management strategic planning, program development and implementation, complex problem solving, project management, research/analysis, and engagement/facilitation.
- Experience in water efficiency program development, qualitative and quantitative research and analysis, and Council report writing would be considered as asset.
- Program management skills and the ability to work on several time-sensitive projects simultaneously are essential.
- Strong analytical, problem solving, communication, and strategic thinking skills are essential as well as the ability to prioritize, build consensus among collaborators, manage ambiguity, and influence without authority.

### Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

### Workstyle

- This position may be eligible to work from home on a hybrid schedule as one of several flexible work options available to City employees. Such arrangements are based on the operational requirements of the position and employee suitability and are subject to change based on operational needs and corporate direction.

Union: CUPE Local 38

Position Type: 1 Temporary (up to 18 months)

Compensation: Pay Grade 12 \$48.54 – 64.88 per hour

Hours of work: Standard 35 hour work week

Audience: Internal/External

Business Unit: Climate and Environment

Location: 625 25 Avenue SE

Days of Work: This position typically works a 5 day work week, with 1 day off in each 3 week cycle.

Apply By: February 5, 2026

Job ID #: 313351