



Regulatory and 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 a Regulatory and Environmental Compliance Specialist, you will provide guidance and operational and strategic direction to the Water Utility to manage our environmental impacts. You will ensure that the Water Utility operates in accordance with all applicable federal, provincial, and municipal environmental regulations. Primary duties include:

- Submit notifications, applications and reports to various regulatory agencies on behalf of Water Utility.
- Develop and maintain working relationships with environmental compliance regulatory bodies.
- Monitor environmental performance indicators, identify trends, and identify and communicate regulatory and environmental compliance risks to both senior management and operational areas.
- Actively participate in Water Utility responses to unplanned spills and releases into Water infrastructure and/or waterbodies, including providing advice to field staff and acting as a regulatory liaison.
- Maintain the Environmental Release Emergency Response Plan for the Water Utility, including providing awareness and training presentations for City staff.
- Liaise with provincial and federal regulators regarding environmental compliance issues, specific environmental investigations, and upcoming changes in regulations.
- Ensure all aspects of Water Utility business comply with the ISO 14001 Standard for Environmental Management Systems (EMS). Identify annual EMS objectives and provide strategic direction and oversight for completion of these objectives.
- Support Water Utility operational teams on an ongoing and as-needed basis regarding environmental management, including delivering training on regulatory requirements and application of environmental controls.

Qualifications

- A degree in Environmental Science, Engineering, or a related Science field with at least 8 years of experience working within a regulatory environment of a multidisciplinary organization.
- Familiarity with the municipal, provincial and federal legislation pertaining to environmental protection is essential.
- Working knowledge of the ISO 14001 registered EMS is required.
- A graduate degree or a professional designation (such as Professional Biologist, Professional Chemist, Professional Engineer, or Environmental Professional) will be considered an asset.
- The successful candidate will possess excellent communication and leadership skills, attention to detail, the ability to build and maintain strong working relationships with internal and external parties, and a demonstrated ability to influence without authority.

Working Conditions: Office environment with site visits to environmental incident sites, repair and construction sites, and operational areas.

Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

Note: On-call and non-standard hours of work are required during responses to environmental incidents and emergencies.

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. 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 Permanent
Compensation: Pay Grade 12 \$48.54 – 64.88 per hour
Hours of work: Standard 35 hour work week
Audience: Internal/External

Business Unit: Water Services
Location: 625 25 Avenue SE
Days of Work: This position works a 5 day work week with 1 day off in a 3 week cycle.
Apply By: February 20, 2026
Job ID #: 313510