



# Find your purpose. Make an impact.

## Team Lead, Watershed Resiliency

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.

The Team Lead, Watershed Resiliency is responsible for leading a team of professionals to implement The City's Water Efficiency Plan, Stormwater Strategy, and other strategies and actions to achieve climate and environmental outcomes directed by Council and prioritized by senior management. This position must build and maintain strong relationships and work closely with internal employees, government, and external partners including community groups and citizens. This position interacts with senior management and Council, other business units, as well as all internal divisions.

This position is responsible for business planning, budgeting, project and program management along with coordinating program resources. Primary duties include:

- Provide strategic leadership and program management for integrated environmental and water initiatives, advancing organizational, community, and climate objectives.
- Provide leadership and strategic oversight for the implementation of The City's Water Efficiency Plan, including the coordination and delivery of related initiatives and actions.
- Build and maintain collaborative relationships with internal and external partners, including other orders of government, community groups, consultants, and business units to support The City's water and climate objectives.
- Manage and coordinate funding programs, budgets, and financial reporting related to key programs such as water efficiency and stormwater, including submissions and reporting requirements to Council and external funding partners.
- Provide leadership, coaching, and direction to a team of professionals, including workforce planning, staff development, performance management, and support in complex partner and project-related matters.

### Qualifications

- A degree in Environmental Management, Planning, Science, Public Policy, or a related field.
- At least 6 years of progressively responsible experience in areas such as watershed planning, water or environmental management, sustainability, policy development, partner engagement, strategic planning and environmental program management.
- Experience leading complex projects, initiatives, or programs involving multiple partners and competing priorities.
- Supervisory and leadership experience is preferred.
- Success in this position requires strong communication, relationship-building, strategic thinking, and political acumen skills, with the ability to influence, negotiate, and build consensus in complex environments.
- Well-developed organizational and decision-making skills, with the ability to navigate change, and lead complex initiatives in a fast-paced environment and as part of matrixed teams.

### Pre-employment Requirements

- Successful applicants must provide proof of qualifications.

### Position and Pay Information

- **Business Unit:** Waste and Recycling Services
- **Union:** Exempt
- **Position Type:** 1 Permanent
- **Compensation:** A2 \$115,627 - 144,534 per annum
- **Hours of work:** Standard 35 hour work week.
- **Days of work:** This position works a 5-day work week earning 1 day off in a 3 week cycle.
- **Location:** 625 25 Avenue SE
- **Audience:** Internal/External
- **Apply By:** June 8, 2026
- **Job ID:** 314510