

The **City of Cornwall** is a progressive community of 50,000, situated on the banks of the St. Lawrence River in Eastern Ontario. Rich in history and natural beauty, Cornwall offers world-class amenities as well as small town charm and hospitality. Cornwall is Ontario's easternmost city, just over 400 kilometres east of Toronto, 100 kilometres southeast of Ottawa and 120 kilometres west of Montreal. Cornwall boasts a modern economy led by forward thinkers who have made the city an excellent place for a career and raising a family. For more information, visit www.cornwall.ca.

Define the Future

Are you passionate about urban planning, growth management, and creating vibrant, sustainable communities? Do you want to lead a dynamic team and make a lasting impact on the future of our city? This is your opportunity to bring bold ideas to life, influence long-term development, and leave a legacy. The City of Cornwall is looking for an innovative and strategic Manager, Planning Services to shape our community's future with vision, creativity, and leadership.

This isn't just any management role – this is a chance to help shape the city's future. As **Manager, Planning Services**, you will play a key leadership role in crafting policies, driving major planning initiatives, and overseeing development approvals that will define how our city grows and evolves for decades to come. You'll be collaborating with stakeholders, engaging the public, and working closely with council to guide growth that's balanced, sustainable, and future-focused.

We're looking for a leader who thrives on innovation and is excited by the challenge of building communities that reflect the needs of today and the aspirations of tomorrow.

Your Key Responsibilities

- **Develop and implement planning strategies** that balance growth with environmental sustainability, economic prosperity, and community well-being.
- **Lead a high-impact team** of planning professionals, mentoring and empowering them to excel while fostering a culture of innovation and collaboration.
- **Oversee key projects** such as Official Plan reviews, secondary plans, development applications, zoning by-laws, and urban design standards.
- **Engage with community members** and interest-holders, facilitating public consultations and turning feedback into actionable policies.
- **Monitor and forecast trends** in urban development to position the municipality as a leader in progressive planning practices.
- **Collaborate across departments** to ensure alignment with economic development, transportation, infrastructure, and environmental strategies.
- **Work closely with Council** and senior leadership to provide expert advice, reports, and recommendations on major planning decisions and initiatives.

What You Bring to the Team

- **Leadership:** Visionary leadership experience and abilities with a passion for planning, growth, urban design, and environmental sustainability coupled with a desire to leave an impact.
- **Planning:** Extensive experience in municipal planning, with a solid understanding of the planning framework, municipal development processes, related policies, acts and legislation, ideally in Ontario.

- **Collaboration:** A collaborative mindset, with the ability to balance diverse perspectives and develop solutions that serve the public interest.
- **Project Management:** Strong project management skills, including leading complex planning initiatives and engaging with multi-stakeholder groups.
- **People Leadership:** Ability to coach, mentor, and inspire staff and service partners while maintaining a work environment that fosters teamwork, initiative, accountability, and innovation.
- **Operational Excellence:** Proven analytical skills, organizational skills, coupled with the inclination to be action oriented, focused on continuous improvement, and demonstrate perseverance when the situation demands it.
- **Customer Service:** Experience with modern day community focused and service minded processes and approaches related to departmental services.
- **Communication Skills:** Exceptional communication skills – you can turn complex planning concepts into accessible ideas and inspire action. This includes working with and providing strategic advice to a range of stakeholders including internal departments, Mayor and Council, government agencies, developers, and other external stakeholders.

What we Offer

- **Compensation and Benefits:** Annual salary ranging from \$128,905 - \$145,168 plus a comprehensive benefits package and OMERS pension.
- **Work-Life Balance:** Enjoy a healthy work-life balance with flexible work arrangements.
- **Growth Opportunities:** Expand your leadership skills as you develop and mentor a talented team, with the chance to grow your career within a supportive and evolving municipality.
- **Influence and Impact:** You'll be at the forefront of major city-building initiatives, helping shape policies that will drive our community's future.
- **A Community That Cares:** Be part of a vibrant community with a strong sense of identity, engaged citizens, and a shared commitment to progress.

How to Apply

To explore this opportunity please apply via **email by November 15th, 2024 or sooner to careers@waterhousesearch.net** quoting project **CORNWALL-MP**.

Should you wish to speak to our Executive Recruiter or to receive a detailed position description please contact Amy Oliveira at 416-214-9299 x4, amy@waterhousesearch.net or Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.net.

The City of Cornwall and Waterhouse Executive Search strive to promote and demonstrate the values of Equity, Diversity, and Inclusion. We are committed to reflecting the diversity of the community we serve and encourage qualified candidates of all backgrounds and abilities to apply. Accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.

We thank all applicants for their interest, however, only those selected for interviews will be contacted. Information collected will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act.