

Clarington

We're looking for a Principal Planner, Natural Heritage to join Clarington's Planning & Infrastructure Services team!

Why Clarington?

Clarington is a community full of possibilities.

As one of the fastest-growing municipalities in Durham Region, Clarington is home to over 107,000 residents across four urban centres and 14 hamlets. With our population expected to double by 2051, Clarington offers a perfect blend of urban living and small-town charm. We're known for our thriving energy and agricultural sectors, vibrant historic downtowns, and exceptional quality of life.

Our team thrives in a collaborative environment that promotes work-life balance and meaningful community impact. We value accountability, integrity, and respect, and we are deeply committed to fostering equity, inclusion, and diversity in the workplace. Together, we're building a stronger Clarington — for today and for future generations.

The future is bright – and working with the Municipality of Clarington means you can help shape it. How will you make your mark?

About the Role

Reporting to the Manager of Development Planning, the Principal Planner, Natural Heritage will provide planning and natural heritage guidance and recommendations on development issues to internal and external clients to ensure the protection of natural heritage resources within the Municipality and support sustainable development. This will role represent the Municipality at meetings and working groups including liaising with senior levels of government, and providing leadership related to the undertaking of special studies. You will be responsible for project management, conducting research, participating in the development of policies, report writing and mentoring other staff.

Key Responsibilities

- Prepare technical comments and conditions of approval on development and infrastructure applications that impact natural heritage resources to ensure conformity with applicable natural heritage policies and regulations
- Recommend alternative development concepts to protect, maintain and enhance the natural heritage system in accordance with Official Plan policies
- Preparing and updating the Official Plan and Secondary Plans, including reports to Council, coordination with other departments and agencies, and participation in negotiations and drafting of agreements with developers.
- Representing the Department/Municipality at a senior level by participating in discussions and negotiations with developers, consultants, agencies and the public.
- Attending Committee and Council meetings to provide professional planning advice and participating in inter and intra-departmental committees as well as external committees.

- Interpreting and updating the Municipality's Official Plan with respect to implementation and application to development applications.
- Evaluate development applications against the Sustainability Metrics, the City's green development standard, and monitor implementation
- Undertake research in support of the natural heritage system protection, habitat condition and biodiversity contribution of the Greenway System, and ecological restoration opportunities and approaches
- Perform site visits of properties to identify and delineate the boundaries of natural features
- Contribute to maintaining the database of natural heritage features and ecological data, and use the data to respond to internal and external queries, as appropriate
- Attending and providing evidence as an expert witness at the Ontario Land Tribunal or involvement in other litigation as required.
- Attend meetings and accurately convey technical comments to internal and external stakeholders
- Liaising with staff from various departments to facilitate information exchange, identify issues relating to natural heritage and sustainability planning Participating in multi-disciplinary teams for various projects.
- Other duties as required.

What you bring

- A University Degree in Planning, Ecology/Biology or a related discipline
- Full Membership in the Ontario Professional Planners Institute is a requirement.
- At least three (3) years experience preferably with demonstrated experience in natural heritage system planning, and responsible for the management of projects.
- Membership as a Professional Land Economist is considered an asset.
- Completion of a Project Management Professional (PMP) Certification is an asset.
- Working knowledge of AMANDA Development Applications Tracking Software an asset.
- Strong interpersonal, organizational, analytical, problem solving, negotiation, leadership, communication (written and oral), facilitation, report writing and presentation skills.
- Thorough knowledge of the Planning Act, Conservation Authorities Act, Endangered Species Act, Species at Risk Act, provincial policy statements and provincial plans, and local and regional planning responsibilities
- Knowledge of Ecological Land Classification System, wildlife survey protocols, environmental impact assessment and landscape ecology principles
- Experience with preparing or reviewing natural heritage studies and engineering/landscape plans in a municipal planning environment is an asset
- Excellent time management skills, with the ability to set priorities, solve problems, and meet deadlines under pressure.
- Demonstrated communication skills, verbal and written, to convey complex or detailed information in a manner that is understandable to a variety of audiences.
- A high level of proficiency utilizing various software applications (Microsoft Office Suite) including word processing, spreadsheet, database, and presentation software and GIS.
- Ability to work independently and as a member of a team.
- Ability to represent the Corporation at the Ontario Land Tribunal hearings, meetings, and other functions.
- Ability to work outside normal business hours, as required.
- Must possess and maintain a valid Ontario Driver's License Class "G" with a satisfactory Driver's Abstract and access to reliable transportation.
- Legally able to work in Canada.

What we offer

- **Salary: Grade 7 (\$104,564 - \$127,099) of the 2026 Non-Affiliated Salary Administration Program.**
- Hours of work: 35 hours per week, with after-hour meetings required
- A comprehensive benefits and pension program to ensure that your total compensation package addresses both your work and life needs.
- This position is currently eligible for a flexible work arrangement option. Further details on this program will be discussed through the selection process.

Additional Information

Pre-employment testing for this position may include written and oral testing, to assist in determining the successful applicant.

A satisfactory criminal record check, valid Ontario drivers' licence and satisfactory drivers abstract, and proof of qualifications will be required for the successful candidate.

How to Apply

To explore this opportunity please apply via email with your resume and covering letter by February 9th, 2026 to careers@waterhousesearch.net quoting project **CL-PP-NH**. Please note that we may consider candidates in advance of the closing date and will accept applications after the closing date until the position is filled.

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

To learn more about employment with the Municipality of Clarington you may also view the Clarington careers portal at: www.clarington.net/careers.

We thank all applicants for their interest. Only those selected for further consideration will be contacted.

Our Commitment to Equity

The Municipality of Clarington is a progressive and inclusive employer committed to equity, diversity, and creating a respectful and barrier-free workplace.

Accommodations are available throughout the recruitment process in accordance with the *Accessibility for Ontarians with Disabilities Act, 2005*. To request support or accessible formats, please contact the Human Resources Division at careers@clarington.net.

Privacy

Applicant information is collected under the authority of Section 11 of the *Municipal Act, 2001* for the purpose of evaluating the applicant. Questions about this collection can be directed to Human Resources at careers@clarington.net.