



## Director of Planning and Development

### The Opportunity

The **Town of Grimsby** is growing fast and offers an exciting opportunity to be part of a community that is truly on the rise. Nestled between the Niagara Escarpment and the shores of Lake Ontario, and bordering Hamilton, Grimsby blends small-town charm with big-city connectivity.

With more than 29,900 residents and an expected \$4 billion in new development over the next decade, including major residential, industrial, and commercial projects, Grimsby is transforming into a hub of opportunity. This growth, combined with planned transit expansions like the proposed Grimsby GO Station, positions the Town as a key player in the Greater Toronto and Niagara regions.

Joining the Town of Grimsby means more than just starting a new role, it's about making a difference in a thriving, welcoming community where your work contributes directly to the quality of life for residents and visitors alike.

### The Portfolio

The Town of Grimsby is seeking a strategic, collaborative, and visionary leader to join our Corporate Leadership Team as the **Director of Planning and Development**. Reporting to the Chief Administrative Officer, this position provides leadership for planning, development, and economic development services that shape the Town's long-term growth and prosperity.

As Director, you will play a central role in guiding sustainable land use, ensuring high-quality development, protecting environmental integrity, and fostering economic vitality through business attraction, retention, and investment strategies. You will advise Council and senior leadership on emerging opportunities and challenges, while building strong partnerships with the community, business sector, and other levels of government.

### Key Responsibilities

- Provide overall leadership for the Planning and Development Department, ensuring alignment with Council's Strategic Priorities and community goals.
- Oversee development applications, land-use planning, and heritage conservation, ensuring balanced and sustainable growth.
- Lead the Town's economic development efforts by attracting and retaining businesses, encouraging investment, and promoting Grimsby as a community of choice.
- Cultivate collaborative relationships with developers, investors, residents, regional partners, and government agencies.
- Support Council by providing objective, evidence-based advice and recommendations on planning, development, and economic development matters.

- Foster a culture of innovation, service excellence, and accountability within the department, ensuring staff are supported, engaged, and aligned with organizational priorities.
- Manage departmental budgets and seek innovative approaches to achieve operational efficiency while maximizing community benefit.

### What We Are Looking For

- A post-secondary degree in Urban, Regional, or Rural Planning and Development, or a related field.
- Professional designations: Registered Professional Planner (RPP), Canadian Institute of Planners (MCIP); CAHP membership is an asset.
- Ten (10) years of progressive experience in planning and development services within a municipal or regional government, including at least 8 years in a senior leadership role.
- Strong knowledge of planning and development principles, economic development practices, and relevant provincial/municipal legislation.
- Proven ability to navigate complex issues, balance diverse stakeholder interests, and provide sound strategic advice in a political environment.
- Exceptional communication, leadership, negotiation, and relationship-building skills.
- A collaborative and innovative leader who fosters high performance, staff development, and positive workplace culture.

### Working for the Town of Grimsby

The Town of Grimsby offers candidates for this **permanent full-time** position a competitive employment package includes a salary range between **\$144,607 and \$175,936** and a comprehensive benefits plan.

### Employee Perks

At the Town of Grimsby, we invest in our people and provide a workplace that fosters growth, well-being, and work-life balance. Our employees are at the heart of everything we do, and we are proud to offer a supportive and rewarding environment with benefits that go beyond the basics:

- ☒ Complimentary access to recreation facilities, including the fitness centre
- ☒ Three personal float days each year for flexibility and balance
- ☒ Industry-leading benefits covering health, dental, and wellness support
- ☒ Remote work program to support work-life balance
- ☒ Corporate training and career development programs to support lifelong learning
- ☒ A collaborative, inclusive workplace that values innovation and service excellence
- ☒ Opportunities to engage with the community and make a meaningful impact
- ☒ Employee recognition programs that celebrate achievements and contributions
- ☒ A secure pension plan to support long-term financial well-being

**More than a job. A place to grow, belong, and thrive.**

## How to Apply

If you are excited by this opportunity, we are excited to hear from you!

We invite you to submit your application to [hr@grimsby.ca](mailto:hr@grimsby.ca) by **September 26, 2025, at 4:30 PM**. Please quote the posting number in the subject line. A full job description can be found below.

## Posting #: 42-2025

*We thank all applicants for their interest, however only those selected for an interview will be contacted.*

*Consistent with our values and corporate culture, the Town of Grimsby is an equal opportunity employer committed to providing an inclusive, barrier-free recruitment and selection experience, and work environment. The Town of Grimsby will accommodate the needs of applicants under the Human Rights Code and Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment process up to the point of undue hardship. If you require accommodations, please contact Human Resources ([hr@grimsby.ca](mailto:hr@grimsby.ca)) to make appropriate arrangements.*

*The Town of Grimsby may use AI (Artificial Intelligence) in the recruitment process. Personal information collected will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act for the purpose of candidate selection.*

*Be advised that the Town of Grimsby's Human Resources department frequently audits resumes of internal and external applicants to validate the accuracy and trustworthiness of information provided. Falsification of information provided at any time throughout the recruitment process may result in disqualification. Internal applicants may be subject to discipline up to and including termination.*