



## **Director of Planning and Protective Services Town of Paradise, NL**

The Town of Paradise is seeking an experienced and strategic leader to serve as the next Director of Planning and Protective Services.

### **The Organization**

Located in one of Newfoundland and Labrador's fastest-growing municipalities, the Town of Paradise is committed to fostering a vibrant, safe, and sustainable community. Known for its family-friendly environment, natural beauty, and active lifestyle opportunities, Paradise offers both residents, visitors, and our business community a unique combination of small-town charm and modern amenities. The Planning and Protective Services department provides critical services to support the Town's growth and maintain a high quality of life. These services include long-range planning, building inspections, development control, economic development, and municipal enforcement.

### **The Role**

The Director of Planning and Protective Services is a key leader within the Town's administration who oversees essential services that ensure responsible development, public safety, and regulatory compliance within the community. Reporting directly to the Town's Chief Administrative Officer, the Director plays a crucial role in shaping the future of Paradise through effective planning, building services, and protective services that enhance the quality of life for residents. They provide leadership, vision, and direction for all aspects of the Department of Planning and Protective Services operations, including supervision and mentorship of the employee team within a unionized environment. They lead initiatives related to long-term development, oversee building inspection and enforcement services, and ensure compliance with municipal bylaws and provincial regulations. They lead emergency planning for the Town of Paradise, ensuring that the community is as prepared as possible and resilient during crises. The Director works closely with Council, other Town departments, regional partners, and the public to ensure that planning and protective services align with the Town's strategic goals and community well-being.

Key Responsibilities:

**Strategic Leadership and Relationship Building:** Provide strategic direction for the Planning and Protective Services department which operates in a unionized environment, ensuring services align with the Town's long-term vision for growth, sustainability, and emergency preparedness. Build and maintain strong relationships with Council, town staff, developers, and the public to support responsible growth and a safe living environment for all residents.



**Development and Planning:** Oversee all aspects of planning and development services, including long-range planning, zoning, building inspections, and development control. Provide recommendations to Council on planning and development matters.

**Protective Services:** Lead the Town's Municipal Enforcement division in addressing property maintenance, animal welfare, and championing compliance with bylaws and regulations. Collaborate with other Town departments, service providers and regional authorities to ensure effective protective measures for residents.

**Financial Management and Compliance:** Manage departmental budgets and resources efficiently to maximize service delivery and support the Town's strategic objectives. Ensure compliance with all relevant municipal, provincial, and federal regulations related to applicable bylaws and governing Acts.

## The Ideal Candidate

The ideal candidate will be an experienced leader with a deep understanding of municipal planning, development, and protective services. You are a strategic thinker with a passion for creating safe, vibrant communities. You have a proven track record of managing complex regulatory environments and leading teams to deliver high-quality services. Strong communication and interpersonal skills are essential, as you will engage with a wide range of stakeholders to ensure the Town of Paradise continues to grow responsibly and protect its residents. You have demonstrated success in leading continuous improvement, building policies and procedures, and making sound decisions.

Qualifications and Experience:

*While the Search Committee recognizes that no one candidate is likely to meet all qualifications in equal measure, those listed below are desirable and will be used to compare candidates.*

- A degree in urban planning, with a Master's degree preferred.
- Professional certification (e.g., RPP, MCIP) is preferred.
- Lean Six Sigma certification is considered an asset.
- Senior management experience in municipal planning and development, with experience in economic development, or protective services an asset.
- Strong understanding of planning legislation and regulation administration.
- Experience providing professional advice and guidance to an elected Council.
- Experience in leading and developing teams in unionized environments with a commitment to fostering collaboration and a positive workplace culture.
- Proven ability to motivate and inspire staff in a collaborative and dynamic environment.
- Equivalent education and experience will be considered.

Skills and Attributes:

- Excellent problem-solving skills and the ability to manage multiple priorities and timelines.



- Strong political acumen, able to provide accurate and relevant information to elected officials.
- A healthy ambition to excel and a competitive spirit.
- The ability to be persuasive when communicating, motivating people to work together.
- Exceptional relational skills, able to quickly build trusting relationships.
- Curiosity with creativity, integrity, and sound judgment.
- A “pitch in” kind of leader who supports and empowers their team.

## Why You’ll Love Paradise

**Community Impact:** Be a part of shaping one of Newfoundland and Labrador’s fastest-growing communities.

**Collaborative Culture:** Join a dedicated team working together to make Paradise a vibrant, safe, and sustainable town.

**Quality of Life:** Enjoy the natural beauty, recreational opportunities, and family-friendly atmosphere that Paradise offers.

*Town of Paradise is committed to employment equity and diversity and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities/racialized people; and people with disabilities.*

*We will provide support and accommodations to applicants with disabilities, upon request. If you need accommodation in order to participate as a candidate in the recruitment process, please contact [accommodate@kbrs.ca](mailto:accommodate@kbrs.ca) or communicate your needs to the recruitment professional named in the job description.*

**If you are interested in this opportunity, contact Michelle Doyle at [mdoyle@kbrs.ca](mailto:mdoyle@kbrs.ca) or Dr. Jennie Massey at [jmassey@kbrs.ca](mailto:jmassey@kbrs.ca) or submit your full application package online at: <https://www.kbrs.ca/Career/18474>**