

DISTRICT OF  
**OAK BAY**



**CAREER OPPORTUNITY**

**Director of Parks, Recreation and Culture**

**Regular Full-Time (\$146,036.80 – \$167,458.20 annually – 2024 Rates)**

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Located on the traditional, ancestral and unceded territory of the ləkʷəŋən Peoples, notably the Songhees and Esquimalt Nations, the District of Oak Bay is committed to recognizing and celebrating their historic and ongoing connection to these lands and waters.

The District of Oak Bay is a picturesque seaside community located within the Greater Victoria Region, with a population of +18,000. While offering all the amenities of a large metropolitan urban centre, Oak Bay has succeeded in maintaining all the peacefulness and charm of a small community. Residents enjoy an exceptional quality of life, with kilometers of spectacular ocean shoreline, brilliant beaches, parks and greenspace, quaint tree-lined streets and vibrant, boutique villages just beyond their doorsteps.

Oak Bay seeks a visionary and forward-thinking leader to serve as the District's next Director of Parks, Recreation and Culture. This key role presents an exciting opportunity to shape the future of community wellbeing by overseeing the development and delivery of high-quality programs and services that enhance the lives of residents. Ideally, the next Director will lead by example, inspire confidence and create a shared vision for the team. They will act with decisiveness while remaining approachable and humble, encouraging others to take initiative and embrace innovation. They will excel in clear and transparent communication and will effectively navigate the political environment. If you are a strategic thinker, with a high level of emotional intelligence who enjoys empowering a diverse team and driving innovative solutions for enhancing the District's parks, recreational and cultural offerings, we want to hear from you!

Reporting to the Chief Administrative Officer, the Director of Parks, Recreation and Culture is a member of the District's senior leadership team and is responsible for the management of the District's parks, recreation and cultural services. This role operates with a high degree of independent action, judgement and initiative.

The Director develops, implements, and evaluates strategic plans, goals and objectives for the department consistent with the strategic priorities of the District. The Director leads the analysis of the current state and future requirements of the department, initiating the development of specific goals and objectives and setting priorities for planning and implementing strategies.

Our ideal candidate has a degree in Recreation, Sports Management, Public Administration or a related discipline in addition to a minimum of six years of progressive, senior level experience leading, managing, and operating medium to large-scale recreational multi-use and outdoor facilities, preferably in a unionized municipal setting.

In addition to a competitive salary, we offer a supportive and collaborative work environment, continued career and professional development opportunities, opportunities for flexible work arrangements, employee engagement events and work-life balance. An employer of choice, the District of Oak Bay is committed to fostering a culture of empowerment, accountability, and teamwork.

If your qualifications and experience align with our needs, we want to hear from you! Please apply in confidence by **4:30 p.m. on February 7, 2025**, with a resume and cover letter to:

[oakbayjobs@oakbay.ca](mailto:oakbayjobs@oakbay.ca)

A detailed job description can be found on our website at [www.oakbay.ca/careers](http://www.oakbay.ca/careers), which outlines in greater detail the key accountabilities and required qualifications.

*We thank all applicants for their interest; however, only those selected for further consideration will be contacted. If you have been shortlisted and require accommodation throughout the hiring process, we would be pleased to discuss how to best accommodate your needs.*