
CITIZENS FIRST THROUGH SERVICE EXCELLENCE

We have an exciting Permanent Full-Time, Non-Unionized opportunity in the Development Engineering Department for an experienced and motivated individual.

Development Engineering Lead
(FILE #J1025-0393)

As one of Southern Ontario's fastest growing cities, with its mix of urban and rural areas, Vaughan is an in-demand place to live and work. Vaughan is considered one of Canada's most family friendly cities with a dynamic and diverse population of over 300,000. With one of the top performing economies, a growing tourism industry and an enviable portfolio of recreational and cultural venues, this is the place where you want to be.

Responsible for:

The Development Engineering Lead is the senior lead responsible for the review of either the Intensification or Greenfield Complex Development applications, as assigned. This role collaborates with the team on projects and provides expertise to development engineering work in their area of knowledge (either Intensification or Greenfield Developments). In addition, the Development Engineering Lead will directly review and coordinate more complex, high priority projects. The Development Engineering Lead will seek to provide continuous improvement and greater efficiencies within the processes used on an ongoing basis and will assist the Manager to review subdivision, development and service agreements within established service delivery expectations.

Qualifications and experience:

- University degree in Civil Engineering or suitable equivalent.
- A minimum of five (5) years' experience in engineering or managing/coordinating large, complex projects with political impact where the individual lead a team.
- A Professional Engineer (P.Eng.) licensed in the Province of Ontario by the Professional Engineers Ontario (PEO) with a degree in Civil Engineering from a recognized university or a Certified Engineering Technologist (C.E.T.) as conferred by the Ontario Association of Certified Engineering Technicians and Technologists (OACETT).
- Consciousness and understanding of development planning timelines for greenfield or intensification.
- Strong communications and collaborative skills to be able to work with diverse groups to come to common agreement.
- Solid understanding of working with and developing standards and procedures and drafting agreements. Knowledge of the development process and the Ontario Planning Act.
- Ability to command and control meetings with peers, stakeholders and owners.
- Foresight to address/prepare for next stages of development.
- Strong written and verbal skills so as to be able to understand legal documents and prepare general agreements.
- Ability to work outside of normal business hours to attend meetings.
- Ability to move around the City or outside the City safely and efficient to attend offsite meetings and site visits as required.

Experience specific to the greenfield and intensification roles:

- Broad knowledge and implementation of the Master Plans for City of Vaughan.
- Experience working with development groups to develop cost sharing and front ending agreements working towards solutions that work for all.
- Understands subdivision development and key milestones.
- Understands financial implications during stages of development.
- General understanding of subdivision construction stages.
- Strong understanding of existing infrastructure in the City of Vaughan.
- Strong understanding of Planning Act for site plan development.
- Understands stages of site plan developments including key milestones.
- Understands financial implications during site plan stages of development.
- General understanding of site plan construction stages.
- Experience working with individual site plan owners on cost sharing requirements.
- General knowledge of area development policies and secondary plans.

Working Conditions:

- Standard office environment
- Although this role is performed from an office, there is need to visit development sites where the incumbent can be exposed to all kinds of weather. Site visits also expose the incumbent to construction equipment with potential safety hazards.
- Attends meetings outside regular business hours. These meetings may lead to heated discussion where participants can be upset or angry with the City's opinion.

In addition to offering a competitive compensation package, we have a strong focus on health and wellness, including fitness facilities and family-focused benefits.

If you are an energetic person who is interested in bringing your knowledge and passion to the City of Vaughan, **please apply on or before Friday, November 21, 2025 at: [City of Vaughan - Development Engineering Lead](#)**.

We thank all applicants for their interest; however, only those selected for an interview will be contacted. Please be advised, the City of Vaughan uses email to communicate with applicants for open job competitions.

The City of Vaughan is committed to diversity and inclusivity in employment and welcomes applications from qualified individuals of diverse backgrounds. The City of Vaughan is also committed to providing accommodations for people with disabilities. If you require an accommodation, we will work with you to meet your needs.