



Situatē | Full time

Development Strategy Lead

Edmonton, Canada | Posted on 08/06/2026

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Job Description

About Situatē

Situatē is a development consulting firm focused on housing and mixed-use projects in established areas. We work exclusively on development files —rezonings, subdivisions, development permits, and appeals—for private-sector clients.

Our work is grounded in development strategy: helping clients understand what they can build, how to get it approved, and how to move through the approvals process as efficiently as possible. We work closely with municipal planners, neighbours, and decision-makers and are deeply involved in how housing gets approved and built in Edmonton.

The Role

We are seeking a Development Strategy Lead — the senior technical authority on our development approvals files, and the person who owns the client relationship on the files they run.

This is not a support role. You'll independently lead files that go to administration, City Council, and the appeals board — interpreting zoning bylaws and statutory plans, coordinating other professionals (designers, engineers, land surveyors), making the judgment calls that shape how an application is positioned, and solving the problems that inevitably arise.

Job Information

Date Opened

08/06/2026

Job Type

Full time

Industry

Consulting

Salary

Starting: \$85,000 - \$95,000

City

Edmonton

State/Province

Alberta

Country

Canada

Zip/Postal Code

T5J 2Y2

You'll be the client's primary point of contact from kickoff to close-out on your files. No client relationship at Situate is ever single-threaded — every file has a named second contact behind you — but you're the one who owns it.

What defines this role is proven judgment and independence. We're looking for someone who already has it.

What You'll Be Doing

Client Relationship Ownership

- Act as the primary point of contact for clients on your files, from kickoff to close-out.
- Own the client's experience of the process: confidence, clarity, and predictability.
- Set and maintain an appropriate communication cadence for each client.
- Represent Situate independently and confidently to clients and in front of Council.

Technical Execution & Judgment

- Lead technical work on assigned projects, including development strategy reports, rezoning rationales, and neighbour relations materials.
- Apply planning policy, political awareness, and feasibility considerations to recommendations.
- Refine high-level strategy into executable approaches.
- Flag technical, regulatory, or political risks early.
- Coordinate other professionals on the file as required.

Review & Quality Control

- Review work prepared by other staff (peer review)
- Ensure deliverables are accurate, clear, and fit-for-purpose.
- Work from templates and existing precedent rather than starting from scratch.
- Avoid unnecessary over-working or perfectionism.

Collaboration & Mentorship

- Mentor Development Strategy Planners through feedback and review.

Requirements

Who We're Looking For

Education: A degree in Urban Planning. RPP/MCIP designation is an asset.

Experience: Demonstrated experience leading development approvals files in Edmonton or a comparable municipal context — rezonings, subdivisions, development permits, and appeals. This role requires someone who has already carried files independently.

Skills & Attributes:

- Confident with clients and in front of Council.
- Sound, independent judgment — you make the call and stand behind it.
- At ease with the political and neighbour-relations side of approvals.
- A strong, fast writer who can explain complex rules clearly.
- Comfortable working with data, maps, and technical information; familiarity with GIS, SketchUp, or design software is an asset.
- Deeply familiar with municipal planning frameworks.
- Genuinely interested in the messy, market-driven process of getting housing built.

This is a demanding role. You will be given real ownership and expected to carry it.

A note on experience: We care more about demonstrated capability than years on a resume. That said, this role requires independent judgment on complex files from day one. If you're early in your career and believe you're the right person for Situate, tell us why — we may consider you for a Development Strategy Planner role instead, which is our growth path toward this one.

Benefits

What We Offer

- **Permanent full-time position** (35 hours per week).
- **Real ownership:** You run your files and your client relationships. Your work goes to City Council, appeal boards, and municipal planners.
- **Hybrid work:** Minimum 3 days per week in our Edmonton office.
- **Benefits:** Health spending account, flexible work options, and professional development support.
- **Impact:** Help shape projects that add housing and density where it's needed.
- **A small team:** You'll have influence over how we work, not just what we produce.

How to Apply

There are two ways to apply: please either send your resume and cover letter to jobs@situatēinc.ca with the subject line: "Development Strategy Lead – [Your Name]" or apply by clicking "I'm Interested" below.

Please ensure your application is submitted by midnight on **August 30**.

Please include in your cover letter:

- Why housing and infill development interest you.
- A development approvals file you've led, and what you'd do differently now.
- A planning, housing, or development issue in Edmonton or other municipality that you've been thinking about.
- One non-work thing about you (briefly).

The Selection Process

Applications will be reviewed after the August 30 deadline. Shortlisted candidates will hear from us the week of August 31, and will be invited to:

- Complete a short strategic assignment
- Complete a skills and working-style assessment
- Participate in an interview (September 8–10)

Selection decisions will be made the week of September 14.

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