

Position Profile

City Manager

REPORTS TO: City Council
ORGANIZATION: The City of Regina
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About The City of Regina

Regina is the vibrant capital city of Saskatchewan and a regional hub for government, business, culture, and community life on the Canadian Prairies. Located on Treaty 4 territory, Regina is home to a diverse and growing population and is shaped by strong relationships with Indigenous communities, a deep sense of civic pride, and a commitment to reconciliation.

Guided by a four-year vision - *"By 2030, Regina is growing, benefiting from trusted leadership, efficient operations, vibrant culture, well-maintained assets, and regional success"* - and with a shared goal of making Regina Canada's most livable city, the City of Regina places its residents, workers, and visitors at the heart of everything it does. The dedicated team of 3,000 staff members operates facilities, delivers services, and manages programs, helping Regina earn recognition as one of *Canada's Best Affordable Places To Live*.

Governed by the Mayor and 10 Councillors (representing 10 wards), the City Council has established [*City of Regina's 2026-29 Strategic Plan: Welcome Home. Canada's most livable city – more time, connection and opportunity. You belong.*](#) It provides the roadmap for Administration to create service plans and budgets for the next four years. Council's principles are:

- **Reconciliation:** Honouring Treaty 4 land and fostering truth, equity and well-being with Indigenous Peoples.
- **Environmental Sustainability:** Considering the City's environmental footprint and prioritizing the conservation of land, water, energy and waste minimization.
- **Inclusion, Diversity, Equity and Accessibility (IDEA):** Fostering an equitable environment and removing barriers to promote inclusive participation and success for all.

The City of Regina Values

Accountability – We own our actions and results - good or bad - learning as we go, and following through on our commitments.

Respect – We treat people with understanding and dignity, fostering an environment where people feel appreciated and safe.

Integrity - We are honest, consistent, and true to our values in what we say and do.

Regina and The City of Regina By the Numbers

- 291,187 – Population of Regina
- 182.42 – Square kilometers
- Over 300,000 – Hand-planted Trees
- Over 830 – Hectares of parks
- \$4.5 million – Invested into the community in 2021 through the Community Investment Grants Program
- 3,000 – Approximate number of employees employed by The City of Regina
- Over 60 – Lines of business
- 16th largest city in Canada

City Administration communicates City Council's Strategic Priorities throughout the corporation. They lead employees, manage financial resources set out in the budgetary process, and focus to ensure consistent and quality customer service is provided to residents.

From 2025 to 2026 Administration and Council worked together to develop the City's 2026-2029 Strategic Priorities. The Strategic Priorities guide operational business planning and are the foundation of the City's budget planning. Investments are assessed on how they moved forward services, programs and projects in alignment with the City's Strategic Priorities.

Strategic Priorities

Infrastructure- Modernized, safe infrastructure supporting existing communities and future growth.

Vibrancy- Places, spaces and programs enabling community connection, city pride and well-being.

Livability- Intentional planning and development that enables communities to thrive.

Prosperity- An enviable local economy drawing on the contributions of public, private and social sectors in the creation of jobs and innovation.

The Executive Leadership Team (ELT) is responsible for making decisions and recommendations to Council that align with the organization's mission: *"We are dedicated to building a strong community by providing reliable, sustainable services."* The ELT provides oversight for all City operations and is instrumental in formulating and executing public policy. Its members, including the City Manager, City Solicitor and City Clerk advise on best practices and research, ensuring the balance between community priorities and legislative requirements so that City Council can make well-informed decisions. The city comprises five divisions, each managed by a member of the ELT.

- City Operations
- City Planning & Community Development
- Communications, Service Regina & Tourism
- Financial Strategy & Sustainability
- People & Organizational Culture

About The City Manager Position

The City Manager is the administrative head of the City of Regina, entrusted with the full scope of civic leadership, organizational stewardship, and professional oversight required to deliver on Council's vision for a vibrant, inclusive, sustainable, and high-performing municipality. The role is defined through legislation, Council bylaws, strategic direction, and contemporary organizational needs, making it one of the most influential leadership positions in Regina's civic landscape.

The City Manager is responsible for overseeing all civic operations, programs, and services while ensuring they are implemented in alignment with Council's approved policies, priorities, and strategic direction.

The role exists to:

- Execute Council's decisions with discipline, clarity, transparency, and accountability.
- Lead and stabilize a large and complex municipal organization, ensuring continuity, effectiveness, and operational excellence.

- Provide trusted, professional advice to Council on all matters affecting the corporation.
- Align the entire administration behind Council's four-year strategic plan and long-term vision for the city.
- Foster a cohesive and high-performing organization built on trust, respect, transparent communication, and strong cultural leadership.

This purpose places the City Manager at the nexus of governance, administration, and community outcomes.

City Council is committed to a respectful, constructive, and professional working relationship with the City Manager. Council values clear advice, open dialogue, and principled decision-making, and recognizes that strong outcomes are achieved when elected officials and administration work within their respective roles, grounded in trust, transparency, and shared accountability.

Leadership Accountabilities

Accountability 1: Exceptional Communication

- Ensure communication is grounded, timely, and candid, reinforcing a culture of trust, clarity, and mutual respect between Council and Administration.
- Provide clear, proactive communication with Council to ensure that expectations, issues, and directions are well understood.
- Anticipate issues before they escalate to support a "no surprises" environment and strengthen trust.
- Communicate difficult decisions internally and externally through transparency, care, and sound reasoning.

Accountability 2: Political Acumen

- Navigate the City's political landscape guided by a strong understanding of municipal governance
- Engage Council at the right moments and in the right ways to reinforce governance boundaries and respectful collaboration.
- Demonstrate the maturity and restraint required to navigate complex political environments and understand when to lead, when to advise, and when to create space for elected decision-making.

Accountability 3: Relationship-Centered Leadership

- Build trust with Council, the Executive Leadership Team, and staff through consistency, respect, and credibility.
- Invest time in listening, learning, and understanding the organization before moving forward with change.
- Lead with empathy, emotional intelligence, and professionalism to shape interactions and create constructive, collaborative relationships.
- Build credibility through consistency, follow-through, and personal integrity, recognizing that trust is earned over time and essential to organizational stability and performance.

Accountability 4: Organizational Leadership

- Leads with steadiness and clarity, particularly during periods of change, ensuring the organization feels supported, aligned, and confident in its direction.
- Leads a large, complex organization with clarity and steadiness, balancing multiple priorities effectively.

- Acknowledges, respects and leverages professional expertise across the Administration to inform sound decision-making.
- Aligns the organization behind Council decisions, even where administrative advice initially differed, ensuring unified direction.

Accountability 5: Public Policy Fluency

- Applies policy insight with practical judgment, ensuring advice is not only technically sound but contextually appropriate and implementable within the City's political and operational environment.
- Applies a deep understanding of public policy to inform analysis, advice, and operational planning.
- Translates Council's policy direction into practical, actionable steps that guide city operations.
- Strengthens organizational capacity by addressing recognized gaps in policy fluency.

Education and Experience

The City of Regina is seeking a credible, relationship-centered City Manager who brings sound judgment, political acuity, and a steady leadership presence. The successful candidate will demonstrate the ability to lead a complex municipal organization with integrity and care, build trust across Council and Administration, and advance Council's strategic priorities through disciplined execution and people-centered change. This leader will value listening, alignment, and transparency, and will approach transformation thoughtfully — balancing stability with progress while strengthening organizational confidence and performance over time.

The City Manager is responsible for ensuring the overall success of the department and requires strong leadership skills and the ability to develop and maintain an environment aligned with The City of Regina's core values.

- The successful candidate will bring demonstrated experience leading large, complex organizations, with public sector experience considered an asset but not a requirement. They will exhibit strong political acuity, a deep understanding of public policy and regulated environments, and proven capability in interest holder and relationship management. Experience leading organizational transformation, innovation, and modernization initiatives is highly valued. Formal education is not a gatekeeper for this role; demonstrated leadership capability, judgment, and the ability to lead in complex, accountable environments are prioritized. Extensive experience working in a public sector environment (municipal government especially) that is unionized, and reporting to a governing body like City Council are preferred assets. An equivalent combination of experience, skills, and knowledge will be considered.
- Relationship building is an essential ability. The ideal candidate must have the capacity to establish, cultivate, and maintain meaningful, trusting and complex relationships with individuals across departments and functions.
- The ideal City Manager is a grounded, thoughtful leader who demonstrates integrity, emotional intelligence, and resilience. They are confident without being directive, decisive without being rigid, and approachable without compromising accountability. This individual values collaboration, understands the weight of public trust, and leads with a strong sense of responsibility to Council, employees, and the community.

Competency Requirements

- Candidates must be able to demonstrate the following leadership competencies to be successful in carrying out The City of Regina’s vision and mission:

Results Orientation and Resource Management	<ul style="list-style-type: none"> • Focuses organizational efforts on delivering results that advance Council’s strategic priorities in a consistent and transparent manner. • Aligns resources, people, and processes to ensure the City can execute decisions efficiently and maintain strong service performance. • Reinforces accountability through clear expectations, realistic work planning, and recognition of operational realities. • Monitors progress proactively, anticipating challenges and adjusting plans when needed to maintain continuity and service quality. • Applies continuous improvement practices, financial stewardship, and risk-based decision-making to support long-term sustainability and public value.
Lead Change and Innovation	<ul style="list-style-type: none"> • Demonstrates a commitment to the greater good of Regina and the City of Regina when shaping organizational priorities. • Approaches change in a measured, people-centered way that reflects a deep understanding of Regina’s culture, services, and workforce needs. • Identifies opportunities to improve service delivery without creating unnecessary disruption, ensuring the organization remains stable and confident during transitions. • Creates an environment where employees feel supported, informed, and empowered as change is introduced, helping to build trust and organizational resilience. • Understands when to advance change and when to consolidate, ensuring transformation is sustainable, understood, and supported.
Effective Oral, Written and Presentation Skills	<ul style="list-style-type: none"> • Communicates information clearly and accessibly, enabling Council and Administration to make well-informed decisions. • Tailors communication to different audiences, ensuring complex issues are conveyed in a grounded, understandable way. • Provides context and explanation that helps others anticipate impacts and next steps, reducing uncertainty and strengthening shared understanding. • Creates and delivers effective presentations for groups of various sizes and prepares well-constructed documents and reports that support transparency. • Facilitates discussions in a way that helps participants reach shared decisions and strengthens positive working relationships.
Visionary, Strategic Leadership	<ul style="list-style-type: none"> • Understands the City’s long-term direction and ensures organizational efforts are aligned with Council’s approved strategic plan. • Reinforces stability, clarity, and organizational morale by providing consistent and future-focused leadership. • Connects day-to-day operational activities with the City’s long-term strategic goals, ensuring work across the corporation contributes to Regina’s broader vision.

	<ul style="list-style-type: none"> • Considers emerging risks, opportunities, and trends to guide planning in a changing municipal environment. • Encourages innovation and calculated risk-taking to enhance service delivery and strengthen community outcomes. • Promotes collaboration and shared accountability across internal teams and with external groups so that roles and contributions are well understood. • Provides calm, credible leadership that reinforces organizational confidence while keeping the City focused on long-term outcomes.
Excellent Judgment	<ul style="list-style-type: none"> • Evaluates complex situations with balance and care, considering impacts, risks, and available options before recommending a course of action. • Offers advice that is defensible, ethical, and grounded in the best interests of Regina’s residents and interest holders. • Applies judgment that respects governance boundaries and supports clear distinctions between Council direction and administrative execution. • Recognizes when decisions require additional input and asks targeted questions to gain the necessary context. • Uses evidence-based information from multiple sources to make well-supported decisions and keep relevant parties appropriately informed. • Demonstrates sound strategies for navigating complex political dynamics and minimizing risk while advancing the City’s goals. • Demonstrates mature judgment under pressure, balancing competing priorities, public expectations, and long-term organizational health.
Inclusive Leadership	<ul style="list-style-type: none"> • Builds a culture of trust by modeling respect, empathy, and credibility in all interactions. • Creates opportunities for employees at all levels to contribute their perspectives and ensures decisions reflect diverse viewpoints. • Upholds the City’s commitments to reconciliation, equity, diversity, inclusion, belonging, and accessibility by incorporating cultural awareness and anti-racism principles into leadership practices. • Prioritizes the psychological and physical safety of employees and interest holders engaged in the City’s work. • Works to remove systemic barriers and fosters a workforce reflective of the community Regina serves. • Leads with humility and self-awareness, recognizing the impact of leadership behaviour on organizational culture and employee trust.
Strategic Relationship Building and Collaboration Focused	<ul style="list-style-type: none"> • Invests in strong, trust-based relationships with Council, the Executive Leadership Team, employees, and interest holders across the community. • Encourages collaboration and strengthens credibility through visible, respectful engagement that ensures people feel heard and valued. • Brings people together around shared goals, reinforcing organizational unity and cross-departmental cooperation.

	<ul style="list-style-type: none">• Actively shares knowledge and resources to support collective problem-solving and organizational learning.• Builds and maintains effective networks to advance outcomes for Regina and enhance alignment among internal and external partners.
Political Acumen	<ul style="list-style-type: none">• Navigates political environments with awareness and tact, ensuring decisions reflect both administrative expertise and elected leadership priorities.• Understands municipal governance roles and supports a constructive, respectful relationship between Council and Administration.• Applies insight into interest holder dynamics to guide timing, communication, and strategic decisions.• Demonstrates diplomacy and composure in sensitive situations while upholding the integrity of City processes.• Makes use of formal structures, systems, and rules to advance work effectively within a complex municipal environment.

We ask those individuals with an interest in further exploring this exciting opportunity to contact:

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About Regina

Land acknowledgment By The City of Regina

The City of Regina acknowledges we are on the traditional lands of the Treaty 4 Territory; a Treaty signed with 35 First Nations across Southern Saskatchewan and parts of Alberta and Manitoba, and the original lands of the Cree, Saulteaux, Dakota, Nakota, Lakota, and the homeland of the Métis. The City of Regina owes its strength and vibrancy to these lands and the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory as well as settlers from around the world who continue to be welcomed here and call Regina home.

About Regina

Regina is the capital of Saskatchewan and the 16th largest city in Canada with a population of 291,187. Located in the south-central area of the province, the city covers an area of 182.42 square kilometers. The land where Regina now sits is part of the Treaty 4 area, which was established in 1874. Prior to the treaty's signing, Indigenous people had followed the buffalo through the area.



In 1882 people started settling in the area and later that year it was named Regina in honour of Queen Victoria. That same year became the headquarters for the North West Mounted Police, now called the Royal Canadian Mounted Police (RCMP), and the training depot has been located here ever since. In 1883 Regina was declared the capital of the then-Northwest Territories, becoming the capital of Saskatchewan in 1906, one year after the province was created.

Rich in the arts and culture, Regina is home to the oldest Symphony Orchestra in Canada, and the Regina Little Theatre is Canada's oldest theatre troupe. Sports has also played an important role for the city and its citizens, who have made names for themselves in snowboarding, curling, and of course the five-time Grey Cup-winning Canadian Football League's Roughriders.



Regina offers a compelling tax and affordability advantage that sets it apart from other major Canadian cities. The city consistently ranks as one of the most affordable places to live in Canada, with housing costs among the lowest in the country. On an average family income of \$125,000, Regina households spend approximately 29% of income on core living expenses; including housing, utilities, and taxes - well below national norms, allowing residents greater financial stability and discretionary income. Saskatchewan's stable and business-supportive tax environment further strengthens Regina's affordability and long-term value proposition for residents and businesses alike.

This strong affordability is complemented by a high quality of life and growing economic opportunity. The Globe and Mail ranked Regina 4th in Canada as a place for entrepreneurs and 5th as a place for young professionals, highlighting the city's ability to support career growth without the cost pressures found in larger urban centres.

Some of Regina's most popular attractions include:

Saskatchewan Roughriders

Regina is home to the province's Canadian Football League (CFL) team, the Saskatchewan Roughriders. Better known as the "Riders," the team competes in the CFL and boasts one of the most passionate fanbases in Canadian sports, filling Mosaic Stadium with a sea of green during home games. With a storied history dating back to 1910, the Roughriders have appeared in 20 Grey Cup championships, winning five. Coming off a Grey Cup victory in 2025, the excitement surrounding the team is even higher, making the 2026 season especially energizing for fans across the province.



Regina Pats (WHL team)

Regina is also home to the Regina Pats, a major junior ice hockey team competing in the Western Hockey League (WHL). Founded in 1917, the Pats are one of the oldest continuously operating hockey franchises in the world and hold a special place in the city's sporting identity. The team has a strong tradition of developing elite talent and maintaining deep ties to the local community. Most recently, the Pats gained international attention as the former team of Connor Bedard, the first overall pick in the 2023 NHL Draft, who spent three seasons in Regina before beginning his NHL career with the Chicago Blackhawks.



The Pats play at the Brandt Centre, a multi-use indoor arena located within the REAL District, Canada's largest interconnected event complex and a central hub for sport, business, and entertainment in Regina. Spanning 100 acres and operated by the Regina Exhibition Association Limited (REAL), the not-for-profit organization hosts many of the city's major events, including Canada's Farm Show, Queen City Ex, and Canadian Western Agribition, as well as concerts, conventions, and community events year-round.

Globe Theatre Regina

The Regina Globe Theatre stands as a cultural cornerstone. Originally as a small troupe touring Saskatchewan school, it has since been transformed into a vibrant venue for live performances, ranging from plays and musicals to concerts and comedy shows. Renowned for its intimate atmosphere and exceptional productions, the Globe Theatre continues to captivate audiences with its diverse programming and commitment to artistic excellence. The Regina Globe Theatre is Canada's only professional theatre in the round, The Globe Theatre is a pioneer in the landscape of Canadian theatre. With a rich history spanning over a century, it remains a beloved institution that enriches the cultural fabric of the city.



liveinRegina.com



Regina Economic Development has developed liveinregina.com, a one stop resource for people considering a move to Regina, providing information on everything from homes, lifestyle and communities to education and arts and culture. To learn more about Regina's lifestyle advantage, visit liveinregina.com.

Regina is a welcoming and well-balanced urban centre, rooted in the heart of Canada's agricultural landscape. Surrounded by more than 80 per cent of the nation's farmland, the city sits at the centre of one of the most productive agricultural regions in the world and serves as a hub for global agri-food expertise and innovation. Regina is also widely regarded as an exceptional place to raise a family, with quiet, safe neighbourhoods located close to schools, parks, community centres, and everyday amenities. Together, these qualities create a city that blends economic strength, community well-being, and a strong connection to the land that defines Saskatchewan.

For more information on life in Regina, please visit regina.ca, liveinregina.com, tourismregina.com, economicdevelopmentregina.com.

