

Director, Real Property Asset Management

Region of Peel



Position Profile and Candidate Brief

June – July 2025

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Introduction

I am delighted to present this Position Profile for the Director, Real Property Asset Management, prepared on behalf of the Region of Peel.

I trust that this document will provide you with all background information on the Region of Peel, a position profile, and an outline of the search process we will be leading on behalf of the organization.

Please feel free to contact me if you require any additional information about the position or if you need clarification on any aspect of the search process. Further details about the Region of Peel are available on the website: <https://www.peelregion.ca/>.

On behalf of Legacy Partners and the Region of Peel, I would like to thank you for your interest in this position. I can always assure you of my prompt and full attention.

Yours Sincerely,



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Region of Peel Overview



The award-winning Region of Peel, located in the Greater Toronto Area (GTA), has been delivering a wide range of resident-focused services and infrastructure to the communities of Brampton, Caledon, and Mississauga. 2024 marked the Region's 50th anniversary where it has been recognized with a 2025 Forbes Best Employer award. Peel Region works with residents and community partners to create a healthy, safe, and connected "Community for Life" for approximately 1.5 million people and over 200,000 businesses.

Peel Region's 20-year vision is "Community for Life", where everyone enjoys a sense of belonging and has access to the services and opportunities they need to thrive throughout each stage of their lives. This vision is supported by responsible and effective planning, which ensures that the right services are delivered to the residents, business owners, and taxpayers of Peel. Peel Region's strategic plan provides a foundation for setting term of council priorities, the annual budget, and program and operational plans.

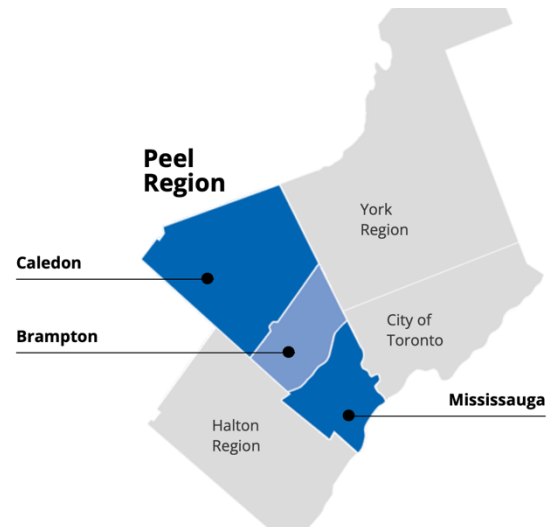
Peel Region delivers a wide range of programs and services to enhance our community, including paramedic services, health programs, long-term care and services for seniors, childcare support, garbage collection and recycling, water and wastewater treatment, road maintenance, financial help, housing, and shelter. Peel Region is governed by the Regional Chair and 24 members of Council, who represent Brampton, Caledon, and Mississauga. On June 4, 2025, the Ontario government introduced the *Peel Transition Implementation Act, 2025*, which, if passed, would transfer jurisdiction over regional roads—including related stormwater infrastructure—from Peel Region to Mississauga, Brampton and Caledon. The Act would also transfer jurisdiction over waste collection from Peel Region to the three lower-tier municipalities. For more information, [please see the following news release](#).

Peel Region's economic growth and development is largely due to responsible management, innovative programs, and ability to respond to the needs of the community. Peel Region's culture is guided by five core values that highlight our commitment to community.

As a top-rated employer, The Region of Peel is a 2025 Forbes Best Employer award winner, and the proud recipient of the 2024 Workplace Benefits Mental Health Program Award by *Benefits Canada*. This award recognizes employers for their commitment to promoting physical, mental and social health, as well as community involvement.

Peel at a Glance

- We're **diverse**: 51.5% of our population was born outside of Canada.
- We're **educated**: The number of people who have a post-secondary education is higher in Peel than in Ontario and Canada as a whole.
 - 83% have at least a high school diploma or certificate.
 - 55% have a post secondary education.
 - 63% of recent immigrants arriving in Peel 15 years and older have post secondary education.
 - 57% of Peel's visible minority population have a post secondary education.
- We're **bustling**: The transportation of goods, such as products and materials, plays an important role in Peel's economy. Peel is a significant freight hub for Canada. Commodities valued at approximately \$1.8 billion travel to, from, and through Peel each day.
- We're **on the go**: Five major highways, several international railroads, and the Toronto Pearson International Airport all exist within our borders. 63% of Peel residents over the age of 15 commute to work within Peel. 74% of them rely on personal vehicles to get there.
- We're the **youngest in the GTA**: The average age of our residents is 39 years. Children under the age of 15 make up 16.5% of our population. Peel has the lowest proportion of seniors, people 65 years or older in the GTA, at 15%.
- More of the facts can be found [here](#).



The Region of Peel website: <https://www.peelregion.ca>

X (formerly Twitter): <https://twitter.com/regionofpeel>

Instagram: <https://www.instagram.com/peelregion.ca/?hl=en>

Regional Vision, Goals, and Values

At Region of Peel, we believe that creating a strong sense of community is essential to building a better world. Our vision of 'Community for Life' reflects our commitment to providing a place where everyone feels a sense of belonging and has the support and resources needed to thrive at every stage of their lives. We strive to create an inclusive and supportive environment where individuals and families can grow, learn, and connect with others in their community. Through our work, we aim to build a better future for all by fostering a sense of togetherness, resilience, and well-being.

We also believe that our values are the foundation of everything we do. They guide us in how we work with each other, how we serve our customers, and how we contribute to the communities we operate in. Our values aren't just words on a page, they're a reflection of who we are and the culture we strive to create. We hold ourselves accountable to these values every day, and we're committed to living up to them in everything we do. Here's a closer look at the values that drive us and inspire us to do our best work.

- **Care and Support:** We care about and support everyone's well-being and success.
- **Transparency:** We build trust in our services, programs, and each other by being genuine, transparent, and accountable.
- **Leadership:** We are all leaders in the work we do to motivate, inspire, and achieve a *Community for Life*.
- **Collaboration:** We find and implement solutions together to achieve our goals.
- **Inclusion:** We create opportunities for everyone to contribute, be successful and recognized for their diversity and experience – fostering safety and a sense of belonging.

Healthy Workplace

We are committed to fostering a workplace culture that prioritizes your physical and psychological health, safety, and overall well-being—supporting our employees in meaningful and impactful ways.

We're proud to share that Peel has been recognized with the 2024 Workplace Benefits Mental Health Program Award by *Benefits Canada*. This recognition underscores the value of our efforts and inspires us to continue advancing initiatives that promote health, safety, and well-being across our organization.

We are continuously transforming and innovating our work environments to ensure they are physically safe, psychologically supportive, and inclusive for all.

Together, we're building a stronger, healthier workplace for everyone.

Working With Us

Working at Peel Region offers the opportunity to leverage your leadership skills to make a difference in the lives of your colleagues and community. You are the right fit if you care about the well-being and success of everyone and are committed to improving the lives of people around you. You are dedicated to creating a Community for Life, where everyone enjoys a sense of belonging and has access to the services and opportunities they need to thrive in each stage of their lives. By living, thriving, and leading in your role, you will become an integral part of building a stronger, more inclusive community.

Regional 2015-2035 Strategic Plan

Peel Region's 2015-2035 Strategic Plan is a comprehensive roadmap that outlines the Region's long-term vision, goals, and objectives. The overarching goal of the plan is to create a community where everyone can thrive and enjoy a high quality of life. The plan envisions Peel as a place where people feel a sense of belonging, where there is access to opportunities, and where the diverse needs of the community are met.

To achieve this vision, the plan focuses on several key strategic priorities. These priorities include:

1. **A Healthy and Safe Community:** The plan aims to create a healthy and safe community by promoting healthy living, and actively working to dismantle systemic barriers ensuring access to essential services, and prioritizing community safety.
2. **Inclusive and Connected Communities:** The plan recognizes the importance of social connectedness and aims to foster a sense of belonging for all members of the community, regardless of background, ethnicity, or culture.
3. **A Sustainable Environment:** The plan recognizes the importance of a sustainable environment and aims to reduce Peel's environmental footprint while promoting sustainable practices.
4. **A Prosperous and Innovative Community:** The plan aims to create a prosperous and innovative community by fostering economic growth, supporting entrepreneurship, and promoting innovation.
5. **Engaged and Effective Government:** The plan recognizes the importance of good governance and aims to promote transparency, accountability, and public engagement.

By focusing on these key priorities, the Region aims to create a community where everyone can thrive and enjoy a high quality of life.

Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion at Peel Region

At Peel Region, we are committed to fostering a workplace and community where everyone feels they belong, is treated with dignity and respect, and has equitable opportunities to grow, contribute, and thrive.

As one of the most diverse communities in Canada, our strength lies in our people. We strive to reflect the richness of our population in our workforce, ensuring our services are inclusive, culturally responsive, and accessible to all. Peel Region's commitment to diversity, equity, and inclusion (DEI) is not just a statement—it's a shared responsibility and a guiding principle embedded into everything we do.

Our Commitment in Action

We are proud to launch **DEI@Peel – our Five-Year Diversity, Equity, and Inclusion Strategy (2025–2029)**. This strategy represents a bold and transformational approach to building an inclusive culture that nurtures well-being, connection, and belonging—both within our organization and across the community we serve.

Grounded in collaboration, learning, and action, this strategy helps us to:

- Understand and address systemic barriers, including racism and inequities.
- Deliver inclusive, accessible, and equitable services that reflect the lived experiences and diverse identities of Peel residents.
- Create a culturally responsive organization where inclusion is embedded in every decision, service, and interaction.

Seven Interconnected Areas of Focus

DEI@Peel is guided by seven foundational and interconnected focus areas:

- **Diversity**
- **Equity**
- **Inclusion**
- **Accessibility**
- **Truth and Reconciliation**
- **Culture**
- **Shared Responsibility and Sustainment**

Together, these focus areas provide the roadmap for how we serve our communities and support our people—ensuring Peel Region is a place where all individuals, families, and communities feel safe, accepted, and empowered to succeed.

In Partnership with Legacy Executive Search Partners

Legacy Executive Search Partners is honoured to support Peel Region in delivering on this commitment. As part of our inclusive and values-driven recruitment process, we are committed to fairness, candidate confidentiality, and accommodations throughout the process. If you require accommodation, please contact us at careers@lesp.ca, and we will work with you to meet your needs.

Learn More

To discover more about Peel Region's DEI journey and how we are building a workplace and community where **people feel seen, heard, and valued**, we invite you to explore:

[DEI@Peel – Five-Year Strategy \(2025–2029\)](#)

[Our Commitment to Diversity, Equity, and Inclusion](#)

Together, we are creating a Region where everyone—regardless of income, race, gender, ability, or background—can feel a sense of belonging and thrive.

People of Peel

Making a difference and having a positive impact to making someone's life better is one of the reasons why our employees are so passionate, committed, and proud of serving the residents of Peel.

Here are a few of our employee stories and how our services impact the lives of residents every day.

Watch [Manpreet's story](#) about how our digital marketing experts are passionate about transforming our communication strategy to be more creative, effective, engaging, and accessible.

[Sean's story](#) demonstrates how Service Peel's Customer Contact Centre helps countless residents access our services. As we explore innovative call centre technology, Sean's team continues to guide residents and help them with information faster than ever before.

Watch [Frank's story](#) about how a summer maintenance job and a leap of faith led to his current role as a Video Specialist.

These stories speak to our customer service excellence and how the work of our staff impacts the everyday lives of our citizens, helping support our vision for a *Community for Life*.

Position Overview

At the Region of Peel, we are driven by a shared commitment to community, innovation, and excellence. As we deliver essential services to over 1.5 million residents, we continue to prioritize equity, inclusion, sustainability, and employee well-being. We are building a community for life—one where every voice is heard, and every talent can thrive.

We are seeking a visionary, collaborative, and results-driven leader to join us as Director, Real Property Asset Management (RPAM). In this pivotal leadership role, you will shape the future of the Region's facilities, real estate assets, and critical infrastructure while advancing Peel's priorities of sustainability, community resilience, emergency preparedness, and service excellence.

You will lead the strategic oversight and management of Peel's Regional facilities, real estate portfolio, capital construction and renovation projects, emergency management, and corporate security programs. Through your leadership, you will drive operational excellence and continuous improvement while fostering a culture rooted in inclusion, innovation, collaboration, and community impact.

Position Summary:

The Director, Real Property Asset Management (RPAM) is a member of the Legislative Services Departmental Leadership Team (DLT) and the Region's Extended Leadership Team (EXLT). Reporting to the Regional Solicitor & Commissioner, Legislative Services, the Director is responsible for:

- Regional Facilities Management
- Real Estate
- Management of Regional Capital Construction and Renovation Projects
- Emergency Management and Corporate Security.

The role includes responsibility for the development and management of Regional facilities and oversight of the Regional real estate function, which involves the provision of comprehensive real estate acquisition, disposal and inventory management services for Regional programs, and projects to accommodate Regional facilities and infrastructure and to maximize Regional real estate assets.

The Director will also be accountable for large residential and commercial capital renewal and construction projects on new and existing regional facilities. The Director will provide leadership to the Region's energy management/conservation program and other "green" initiatives, including utilizing best practices for energy systems and developing strategies for delivering energy efficiency programs.

The Director also oversees the Regional Emergency Management and Corporate Security Programs which reports to a committee of Council and provides service to all departmental programs while collaborating with external partners, including area Municipalities and provincial and federal agencies.

The Director will provide strategic and long-term facilities management planning support to Regional programs, including understanding their business and predicting their strategic needs. The position will be responsible for overall client relationship management and for identifying and undertaking continuous improvement initiatives.

Key Responsibilities:

- Provides leadership and direction to reporting staff within the Division. This includes the direct supervision of the Manager of Construction and Design Services, Manager of Property Management Services, Manager of Emergency Management and Corporate Security and Managers of Real Estate Services, among others.
- Cultivates a client-focused and collaborative culture among managers and staff.
- Develops client relationship standards and processes for effective client interactions.
- Develops service level agreements as per the department standards that instill trust and confidence in client relations.
- Champions the client relationship focus of the Legislative Services Department.
- Consults with divisional Directors and members of the Executive Leadership Team to ensure ongoing confidence in progress of projects and to facilitate coordination necessary for prompt budgeting and decision-making.
- Develops and supports a responsive, collaborative and positive working relationship with all stakeholders, including the CAO, Regional Chair, Regional Councillors, and all levels of elected officials by providing regular project updates and consulting on politically sensitive issues.
- Ensures that intradepartmental working relationships embody the corporation's culture and values through direct interaction and influence on staff. Promotes a service-oriented culture and focus within the Division. Manages issues escalated from staff. Conducts performance appraisals for direct reports. Makes staffing decisions for direct reports and approves staffing decisions made by reporting managers.
- Integral member of the departmental DLT and as such has a shared accountability for the department's mandate as defined in the Legislative Services departmental business plan.
- Ensures ongoing management practices within the Division are effective and efficient. Ensures the service agreements with other departments are reviewed, monitored, evaluated and amended as required.
- Identifies and acts on opportunities to redefine the services and programs provided by the division to its customers. Fulfills a leadership role in finding and implementing partnership arrangements with other jurisdictions/municipalities.

- Directs the development of the division's work plan to respond to the department's Business Plan and corporate directions/strategies, trends in the industry and changes in the roles and responsibilities of municipal government.
- Responsible for developing the facility development and construction program and ensuring it is delivered on time and on budget.
- Responsible for ensuring capital plans for existing facilities is delivered and implemented.
- Makes recommendations on services, policies and programs and continuously strives to improve processes and find opportunities for cost reduction.
- Develops and administers the division's budget. Finds resource requirements to meet long-term operational commitments and to ensure financial soundness and viability of programs/services. Provides justification for budgets to Commissioner and Council.
- Directs the development of policies and procedures within the Division (e.g. policies and procedures for design and the development and monitoring of a corporate facility operating standard agreement) by soliciting input from the other RPAM-managed facility departments and obtaining expert advice from reporting staff, outside consultants, other jurisdictions, etc.
- Attends public meetings to present Region's position/actions to the public, media and outside government bodies. Participates, and occasionally acts as main spokesperson, in discussions related to the Division's activities. Responds to issues and queries raised by Council.
- Responsible to the client (both other Regional Departments and external clients) for the delivery of new development and construction purchased project management services.
- Oversees purchased project management services for existing facilities where the Region has an interest.
- Responsible for medium to long term capital cost flows for all facilities the Region has an interest in and makes that information available to the Corporate Services Asset Management team for future facility use and cash requirement planning purposes.
- Develops and implements strategies for the optimal use of Regional facilities and real estate.
- Advances the Region's diversity and inclusion priorities by focusing on talent moves, hiring, rotation and promotion.

Candidate Profile:

- **Strategic Leadership & Portfolio Management:** 10+ years of progressive leadership experience in a multi-portfolio division, including facilities management, construction, project management, energy efficiency, real estate, emergency management, and security—supported by a relevant degree and/or a recognized designation (e.g., BOMA, IFMA), or an equivalent combination of education and experience.
- **People Leadership & Team Development:** Proven experience managing high-performing teams, including both direct and indirect reports.
- **Communication & Executive Presence:** Strong verbal, written, and presentation skills, with the ability to communicate effectively across technical, operational, and political settings.
- **Organizational Culture & Continuous Improvement:** Demonstrated success in fostering a culture of learning, growth, and continuous improvement within a complex organization.
- **Negotiation & Conflict Resolution:** Effective negotiation and conflict resolution skills, with the ability to navigate competing interests and build consensus.
- **Stakeholder Engagement & Relationship Management:** Established track record of building and maintaining relationships with diverse internal and external stakeholders, including elected officials and community or development partners.

Good to Have (Assets):

- **Technical Knowledge in Building Sciences:** Experience in building sciences, including structural, mechanical, or electrical engineering disciplines.
- **Knowledge of Green Building Standards:** Experience/familiarity/abilities with respect to green building standards and the management of energy-efficient assets that utilize renewable energy technologies, such as solar panels and EV chargers, as well as maintaining green infrastructure.
- **Mobility & Site Accessibility:** Valid Ontario Class G Driver's License (required for occasional travel across Regional facilities).
- **Executive Representation & Influence:** Experience standing in for senior executives (e.g., a Commissioner) on internal or external initiatives.
- **Cross-Functional Collaboration:** Ability to build strong cross-functional partnerships with internal departments and external agencies.
- **Innovation & Creative Problem Solving:** A flexible, creative mindset and demonstrated ability to design and implement innovative solutions to complex challenges.

The Timeline

I trust this Position Profile has enabled you to decide whether the position of a Director, Real Property Asset Management at the Region of Peel interests you. If you wish to be considered for the position, please forward a cover letter and your resume by email to **Kartik Kumar at careers@lesp.ca by July 20, 2025 @ 11:59 pm.**

Please be assured that any information shared with Legacy Partners will be treated with the strictest confidence and shared only with the client for the purposes of this search.

Thank you once again for your interest.

Legacy Partners and the Region of Peel are committed to equity, diversity and inclusion and recognizes that a diverse staff is essential to organizational excellence. We welcome applications from all qualified individuals and encourage women, members of racialized communities, Indigenous persons, persons with disabilities, and persons of any sexual orientation or gender identity to confidentially self-identify at the time of application. In accordance with the provincial legislation, accommodation will be provided by Legacy Partners and the organization throughout the recruitment, selection and/or assessment process, upon request, to applicants with disabilities.



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Contact Us

