

DIRECTOR OF DEVELOPMENT SERVICES

CITY OF ESCONDIDO, CA





THE COMMUNITY

About 18 miles from the Pacific Ocean, nestled in a long valley in the coastal mountains of Southern California, the City of Escondido lies 30 miles northeast of San Diego and roughly 100 miles south of Los Angeles. Home to a population of 153,000, this vibrant community offers the perfect blend of small-town friendliness and big-city conveniences. Within the 37 square miles that comprise the City, there are many attractive residential communities, a regional mall and hospital, an auto center, a world-renowned Stone Brewery, various office, industrial, and commercial centers, a cultural center complex, a conference center, plus numerous parks and recreational facilities.

The heart of North County San Diego, Escondido is a welcoming community where people make their "City of Choice" and enjoy an outstanding quality of life. In addition to numerous indoor amenities, the City boasts an abundance of outdoor attractions, including fishing and boating at two lakes, camping at Dixon Lake, 11 parks, hiking at the Daley Ranch nature preserve, mountain biking, fantastic golf courses, and the nearby San Diego Zoo Safari Park. It is a family-friendly community with a wide variety of youth programs, including the San Diego Children's Discovery Museum and the EcoVivarium Living Museum.

Escondido offers a wide variety of art galleries and museums with educational activities for all ages. The California Center for the Arts is one of Escondido's many performing arts, live theatre, and concert venues. Visual art attractions include Queen Calafia's Magical Circle and the sculpture garden in Kit Carson Park, donated by the late

internationally renowned artist Niki de Saint Phalle. The City's downtown historic district showcases vintage buildings, eclectic shops and boutiques, iconic local eateries, innovative culinary destinations, and more. The Old Escondido Historic neighborhood features 900 historically designated homes with stately Victorians, Craftsman bungalows, and eclectic Art Deco and Post World War II residences.

The Escondido Union School District, the Escondido Union High School District, and the San Pasqual Union School District serve the City's school-aged youth with nineteen elementary, seven middle, and seven high schools. In addition to traditional public schools, Escondido is home to multiple charter, private, and higher education schools including Palomar College and John Paul the Great Catholic University. California State University San Marcos is minutes away; seven other colleges and universities are in close proximity, including the University of San Diego, the University of California San Diego, and San Diego State University.

Two airports serve the region: Carlsbad Airport (12 miles west) and the San Diego International Airport (30 miles southwest). Escondido has a robust public transportation system that supports the Transit Center with the Sprinter Train, a European-style light rail system that connects the Coaster, Breeze Amtrak, Metrolink, Greyhound Bus, and 235 Rapid Transit. Additionally, the City offers 511, a free phone and web service that consolidates the San Diego region's transportation information into a one stop resource in real-time.

To learn more, visit <https://www.escondido.gov>

CITY GOVERNMENT

Escondido is a full-service general law City providing a traditional range of municipal services under the Council-Manager form of government. The City is governed by a five-member City Council; Escondido is divided into four districts with each Council member being elected from within a district to serve staggered four-year terms. The Mayor and the City Treasurer are elected at large with the Mayor serving as the presiding officer for the Council. The City Council serves as Successor Agency to the Community Development Commission, Mobile Home Rent Review Board, and Escondido Joint Powers Financing Authority. Additionally, the City Council appoints the City Manager and City Attorney.

The FY 2025-26 General Fund budget totals \$261.6 million and is comprised of 27 different funds. The FY 2025 General Fund budget totals just over \$139.7 million. Municipal services are administered and delivered with the support of 872 full-time employees. A citizen's initiative was approved on the November 2024 ballot to increase the City's sales tax rate. This one-cent sales tax increase measure is projected to generate approximately \$38.5 million of sales tax revenue, will be in place for 20 years, and the funds will be used to fund general government services.

DEVELOPMENT SERVICES DEPARTMENT

Escondido's Development Services Department is supported by a FY 2025-26 operating budget of \$9.7 million and 78 full-time positions, reflecting the City Council's continued investment in the department with the addition of

11 positions across all divisions. These added resources reflect the City's ongoing commitment to delivering exceptional service to permit applicants and land developers.

The department is organized into five divisions: Planning, Building, Engineering, Code Compliance, and Housing. Development Services guides the City's future growth and development, including planning for housing needs, while ensuring that current development aligns with the City Council's vision and complies with federal, state, and local regulations. The Engineering Division plays a critical role in reviewing land development projects, managing capital improvement programs, and ensuring that public infrastructure supports sustainable growth. The department also safeguards the existing building stock through proactive code enforcement, which promotes property maintenance and enhances the quality of life. In addition, Development Services provides staff support to the Planning Commission and the Historic Preservation Commission.

The Development Services Department is currently engaged in a drive for modernization and enhanced service delivery. Over the past year, the City has successfully implemented a new electronic plan review system, streamlining submittals and enhancing transparency for applicants. In tandem with this technological shift, the department is currently evaluating and modernizing all aspects of the permit review and development process.

This initiative reflects the City's commitment to delivering more efficient, consistent, and user-friendly services for residents, businesses, and development partners. Staff across all divisions are working to align policies, workflows, and customer service practices with contemporary expectations and best practices. The incoming Director will play a key leadership role in guiding the implementation of these improvements, supporting a staff culture of innovation, and ensuring that internal systems are aligned with the City's long-term development goals.



THE IDEAL CANDIDATE

Escondido is a city rooted in rich history and poised for transformative growth. This pivotal executive role on the City Manager's leadership team offers a rare opportunity to guide the full spectrum of community development. The next Director will lead a diverse team of professionals shaping how Escondido grows, connects, and thrives. Responsibilities span long-range planning, current development, housing, code compliance, building, land development engineering, and capital improvement project (CIP) engineering. This integrated structure facilitates seamless coordination between private development and public infrastructure, enabling Escondido to efficiently and equitably meet its future growth and quality-of-life goals.

Escondido seeks a strategic, collaborative, and people-centered leader who thrives in complex, multidisciplinary environments. The ideal candidate will possess deep expertise in either planning, engineering, or building, with a strong working knowledge of each discipline, and will be committed to innovation, accountability, and delivering exceptional service. Energized by the opportunity to optimize operations, align resources with strategic priorities, and foster cross-departmental collaboration, the successful candidate will help deliver high-impact outcomes for the community.

The next Director of Development Services will bring a solutions-oriented mindset and the ability to manage complex issues while balancing diverse perspectives. Calm and steady under pressure, this leader will have a natural talent for building trust and

forging consensus. Grounded in strong ethics and public service values, they will champion equity, inclusion, and respectful engagement. With genuine enthusiasm for people and their work, they will confidently navigate ambiguity and apply nuanced judgment when interpreting policy.

As a trusted advisor to City leadership, the Director will frame complex land use and policy issues, build consensus among stakeholders, and advance projects that reflect the community's values and long-term vision. The ideal candidate will be a strategic thinker, team builder, and problem solver with a solid foundation in planning, entitlement processes, and community engagement. They will lead with confidence and humility, empowering staff, fostering an inclusive culture built on trust and mutual respect, and cultivating strong relationships throughout the organization and community.

This leader will:

- Inspire and empower a multidisciplinary team of planners, engineers, and other professionals.
- Bring a collaborative spirit and demonstrated ability to work across departments to deliver results.
- Be an effective communicator who listens well, communicates clearly, and adapts to diverse audiences.
- Demonstrate emotional intelligence and political acumen, navigating sensitive issues with fairness and balance.
- Promote a positive, proactive work environment that encourages innovation, accountability, and professional growth.
- Serve as a visible and accessible leader, equally comfortable presenting to elected officials, engaging with developers, and connecting with residents.

This position requires a Bachelor's degree and ten years of increasingly responsible experience in the administration of community development, planning, engineering, or public administration and management, including three years of management and administrative responsibility. Master's degree is highly desirable.



APPLICATION & SELECTION PROCESS

This recruitment will close at midnight on **Sunday, August 3, 2025**. To be considered for this opportunity, upload your cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com

TB & CO.

Tina White • 619.948.1786

Teri Black • 424.296.3111

TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

COMPENSATION & BENEFITS

The salary range is \$162,132 - \$241,296. Placement within the range will be dependent on qualifications and experience. The Director of Development Services' salary is supplemented by an attractive benefits package that includes, but is not limited to:

CalPERS Retirement:

Tier 1 Classic: 3% @ 60 (employee contribution rate = 8%); Single highest year

Tier 2 Classic: 2% @ 60 (employee contribution rate = 7%); 3-year average

Tier 3 PEPR: 2% @ 62 (employee contribution rate = 7%); 3-year average

Medical Insurance: Kaiser HMO and Kaiser High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)

Dental Insurance: Delta Dental PPO and DMO

Vision Insurance: Anthem BlueView Vision

Supplemental Plans: The Hartford Accident, Hospital, and Critical Illness

Cafeteria Plan: \$125 per month + 4% of monthly salary

Auto Allowance: \$425 per month

Life Insurance: City paid Basic Life and AD&D calculated at one-half of annual salary + \$25,000

Vacation: Accrual rate negotiable and dependent on years of service ranging from 100 to 220 hours per year. Prior years of service may be considered in determining accrual rate

Holidays: 10 holidays annually + three floating holidays

Management Leave: 72 hours per year

Sick Leave: 9 hours per month; no maximum accrual

Employee Discounts: Dell computers, Apple products, AT&T, and Verizon cell phones, gym memberships, plus education and entertainment discounts

Following the closing date, resumes will be screened according to the criteria articulated in this brochure, and applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. Candidates deemed to be the best qualified will be invited to participate in additional interviews with Escondido. An appointment is anticipated shortly after thorough background and reference checks are completed. Please note that this process is completely confidential, and references will not be contacted until the end of the process. At that time, they will be done in close coordination with the candidate impacted.

