

Director of Community Development

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 presents the perfect mix 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; 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 plentiful indoor amenities, the City has an abundance of outdoor attractions with fishing and boating at two lakes, camping at Dixon Lake, 11 parks, hiking at the Daley Ranch nature preserve, mountain biking, boating, fantastic golf courses, and the nearby San Diego Zoo Safari Park. It is a family-friendly community with a wide variety of youth programs, 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 Califia's Magical Circle and sculpture garden in Kit Carson Park donated by 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, 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 and 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.org/>.

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, as Successor Agency to the Community Development Commission, Mobile Home Rent Review Board, and Escondido Joint Powers Financing Authority. The City Council appoints the City Manager and City Attorney.

Escondido's FY 2021-22 operating budget totals \$283.4 million and is comprised of 26 different funds. The FY 2021-22 General Fund budget totals just over \$117 million. Municipal services are administered and delivered with the support of 970 FTE.

Several years ago, the City Council adopted four major priority areas:

Economic Development, Fiscal Management, Neighborhood Improvement, and Public Safety. In response to the global pandemic, the emphasis of some of these major priorities have shifted. However, the budget incorporates current realities within these four broad priorities areas, with the goal of achieving economic health, a safe community, high performing local government, neighborhood livability, and effective transportation routes throughout Escondido.

Mission Statement

The mission of every employee of the City of Escondido is to provide a community that is safe, clean, and efficiently run.

Community Development Department

Escondido's Community Development Department is supported by 38 full-time positions and a FY 2021-22 budget of \$7.9 million. Committed to providing excellent service to internal and external customers, the department is organized across four divisions: Planning, Building, Code Compliance, and Housing and Neighborhood Services. Community Development plans for the future growth and development of the City, including its housing needs; ensures that current development and construction are in alignment with the City Council's vision and comply with Federal, State, and local regulations; and safeguards existing building stock by compelling maintenance to improve quality of life. The department also serves as staff support for two appointed boards: The Planning Commission and the Historic Preservation Commission.





The Ideal Candidate

Escondido is a city with deep roots that connect history with a growing, vibrant community. As a key member of the City Manager's Executive Team, the incoming Director will have a tremendous opportunity to shape the future of Escondido and the department. The new Director of Community Development will be excited about the opportunity to take a key leadership role in implementing the City's General Plan goals, helping to shape Escondido's economic future, facilitating opportunities for greater jobs-housing balance, and working to revitalize older commercial, industrial, and office uses.

With a sound team of department professionals already in place, the City is seeking a big-picture thinker with exceptional leadership and management skills coupled with familiarity with the development functions of a city. The ability to allocate resources and restructure operations to meet strategic priorities is expected. A history of facilitating high-level policy discussions and decisions around difficult and complex issues will help the new Director succeed in the role. The ability to balance interests, bolstered by a track record of resolving complex problems, will be considered favorably.

The ideal candidate will be a highly engaged and motivating manager who is generous with recognition and feedback and supportive of problem-solving and informed decision-making at all levels. Known for being enthusiastic about people and their work, this person will have exceptional management, interpersonal, and communication skills and be capable of fostering an inclusive culture grounded in trust. To be successful, the incoming Director must value relationships and be an empowering leader who encourages collaboration and teamwork.

The ideal candidate will be a talented problem solver who has a reputation for working cooperatively and collaboratively with other departments. Being exceptionally experienced with process coordination, the new Director will be highly understanding and respectful of the roles other departments provide and committed to an entitlement process that delivers positive outcomes for the development community while protecting the interests of the City and its residents.

The successful candidate will display high emotional intelligence and a self-assured and calm demeanor. He/she will be a fair-minded negotiator with impressive consensus building and facilitative skills. Resilient in nature, he/she will be even-keeled and accustomed to dealing with occasional disappointment as well as diverse

opinions and sources of feedback. Further, the individual selected will exhibit well-developed political acumen, with the ability to translate policy into action, and will be comfortable with active community dialog. Previous experience working with elected and appointed officials is desirable.

In addition to attributes already described, the ideal candidate should also display:

- Leadership proficiency;
- Ability to see and understand all sides of an issue;
- Effective verbal and written communication skills;
- Strong listening skills;
- Flexibility and ability to interpret "grey" areas with an open mind;
- Approachable demeanor;
- Conscious inclusivity to ensure everyone feels respected; and a
- Strong community and customer orientation.

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

Compensation and Benefits

The salary range is \$136,632 - \$184,452 and is currently under review. Placement within the range will be DOQE. The Director of Community Development's 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 PEPPRA: 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: Aflac Accident, Cancer and Critical Illness

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

Auto Allowance: \$425 per month

Disability: Employee pays 0.715% of salary for short-term disability and 0.50% for long-term disability insurance (both provided by The Hartford)

Life Insurance: City paid Basic Life and AD&D calculated at twice the amount of annual salary

Vacation: Accrual rate negotiable and dependent on years of service, ranging from 96 to 216 hours per year

Holidays: 10 holidays annually

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

Application & Selection Process

This recruitment will close at **midnight on October 10, 2021**. 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

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will be immediately granted preliminary interviews by the consultants in October. Candidates deemed to be the best qualified will be invited to interview with the City in November. The City Manager anticipates making a selection shortly thereafter. The top candidate will undergo extensive background and reference checks. Please note that references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the individual selected.

The City of Escondido reserves the right to alter the interview and selection process in response to public health orders and evolving impacts of COVID-19.



ESCONDIDO
City of Choice