



HALL COUNTY

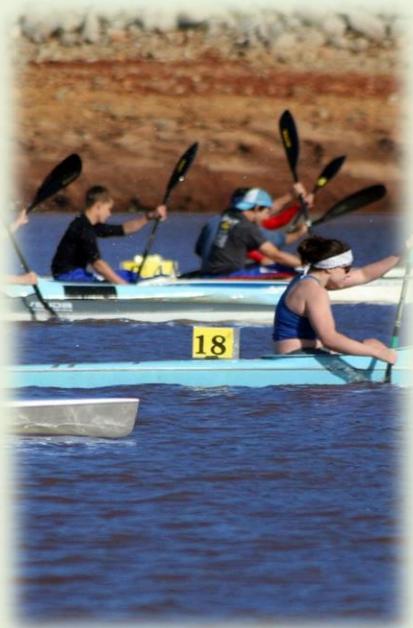
G E O R G I A

We have it all in Hall

Currently accepting
applications for a Planning
& Development Director

The Community

If there is such a thing as the perfect place to make a living and raise a family, Gainesville-Hall County ranks high on the list. Bordered by Lake Sidney Lanier and the foothills of the Blue Ridge Mountains, the sheer beauty of the landscape inspires families to grow and thrive while the flourishing economic environment attracts shopping, medical, financial and educational institutions that are second to none, an ideal balance. Hall County is the epicenter of an aggressive economic environment in Northeast Georgia. Growth in both population, now estimated at 200,000, and economic bases has been steady and diversified for the last 20 years. The labor market is thriving with regional labor market numbers estimated to be 775,000 from Hall and surrounding counties.



Gainesville, the county seat, is a bustling city of more than 41,464 people. Located 50 miles northeast of Atlanta and 35 miles northwest of Athens, Gainesville is the trade, medical, educational, industrial, retail, cultural and recreational center of Northeast Georgia. Eight other municipalities are located in Hall County: Oakwood, Flowery Branch, Buford, Braselton, Clermont, Gillsville, Rest Haven, and Lula. State-of-the-art facilities coupled with skilled physicians, nurses and support personnel have made Gainesville the undeniable hub of Northeast Georgia healthcare with a total of 713 beds and medical staffs of more than 700, representing more than 50 specialties.

School System

From kindergarten to college, Gainesville-Hall County offers students educational opportunities of the highest caliber. In addition to two public school systems, there are several private schools, a public university, private university and technical college. There are eight major universities located within an hour's drive of Gainesville-Hall County.



County Government

Hall County operates as a Commission/Administrator form of government governed by a five-member elected Board of Commissioners. The County has a history of being a stable local government and being supportive of professional management. The Board appoints a County Administrator who is responsible for the day-to-day operations of the County government, including appointment of all Department Directors not appointed directly by the Elected Officials. The Planning and Development Director is appointed by the County Administrator and serves as a key member of the County Administrator's management team. Hall County has 1520 full-time and approximately 320 part-time employees. The Planning and Development Director has a staffing level of 44 employees serving in five different divisions.

About the Position

The Planning and Development Director is responsible for directing the County's planning, zoning, code enforcement and development functions, including, but not limited to, the following major duties and responsibilities:



- Develops and directs short range planning and long- range initiatives to assure effective development that is consistent with a high quality of life in Hall County and that is responsive to citizen concerns
- Plans and directs long-range initiatives and daily activities of the Planning and Development Department encompassing the divisions of planning and zoning, code enforcement, building inspection and business license
- Serves as the principal policy advisor on development issues to the Board of Commissioners, County Administrator and the County Planning Commission
- Serves as a liaison between the Planning and Development Department and entities in the County involved in the development process including developers, property owners, representatives of relevant organizations and citizens
- Oversees development of plans and studies required by federal and state laws and/or county ordinances such as the Comprehensive Plan, Land Use Plans, Impact Fee Master Plans, corridor overlay studies, special district studies, zoning ordinances and others
- Develops and makes recommendations to the County Commission and to boards/committees such as the County Planning Commission and Gainesville-Hall MPO Technical Coordinating and Policy committees
- Oversees and performs plan review to assure compliance with relevant laws, regulations and ordinances
- Directs delivery of a full complement of inspection activities including commercial, industrial, and institutional building plan review; commercial and residential building inspection; issuance of building permits and certificates of occupancy; and general code enforcement and related services
- Directs enforcement activities to assure compliance with all relevant laws, regulations, codes and ordinances
- Prepares an annual budget for the Planning and Development Services Department, including all divisions, and monitors expenditures under the budget throughout the year
- Directs hiring, firing, training and evaluation of department personnel assuring compliance with relevant employment laws, regulations and ordinances
- Ensures the GIS unit provides detailed maps and records of geographic and property plat information necessary for Hall County to manage and control business and residential development within the county

About the Ideal Candidate

Hall County seeks a professional Planning and Development Director who is a team player and has a proven record successfully leading planning and zoning functions within a public/governmental agency/organization. The ideal candidate will be an innovative thinker who can articulate a clear vision and develop a culture, within the Planning Department, that embraces emerging trends and planning best practices.

The new director must be able to demonstrate effective performance through clear, concise communication; collaboration; proper allocation and utilization of resources; sound impartial decision-making and personal accountability. The director must have a thorough understanding and knowledge of planning, zoning, and land use principles, including the interpretation and implementation of laws, codes, rules, and regulations. In addition, the director should be skilled in providing positive, solutions-oriented, and effective recommendations for development and redevelopment to meet the needs of the community. The ability to identify and implement new and innovative approaches to cultural changes within a department is an important qualification expected of the new director. This position requires promoting a culture of teamwork by treating coworkers, stakeholders, and developers with respect and dignity and must have outstanding interpersonal skills with the ability to engage with diverse groups.

The “ideal” Planning and Development Director will be an excellent communicator who has a collaborative and informative management style. Candidates should possess highly developed interpersonal and active listening skills, as well as the ability to build trust with the County Administrator, Elected Officials, Constitutional Officers, County employees and the general public.



Opportunities & Challenges

The new Planning and Development Director will be expected to work with elected officials, planning officials, development stakeholders, and the county management team to provide leadership to the following:

- The new director will be expected to demonstrate a transformational leadership style that clearly articulates a progressive vision for the community while proactively developing implementable recommendations for county management, elected officials, and planning commission members focused on addressing growth pressures, protecting the uniqueness of the County's various geographic areas, and enhancing the quality of life that defines Hall County. This leadership style should also include community visibility and engagement that enhances the Department's credibility with development stakeholders by demonstrating the ability to "get to yes" on important proposed projects while objectively enforcing development codes adopted by the County.
- Hall County is in the process of updating its Unified Development Code and will soon be focused on updating its Comprehensive Plan as periodically required by the state of Georgia. The new director will be expected to work closely with the UDC consultants to ensure the project is completed in the summer of 2022 and will be expected to manage a community engagement process for development of the Comprehensive Plan to be completed by the end of Fiscal Year 2022 (June 30, 2022).
- Priority must be given to filling department vacancies, including the newly created Assistant Director position, by recruiting staff that demonstrate skill in community visioning, commitment to quality customer service, value in transparency, and objectivity in service delivery. Immediate attention needs to be given to succession planning due to pending retirement of several division level managers. The skill sets of current staff members should be acknowledged and then assessed to determine the best use of those skill sets and to encourage continued professional development for the purpose of retaining a quality workforce.
- The Department's GIS Division is in the process of implementing new development services software (Accela Software Systems) to provide coordinated and efficient services across several county departments. The new director will become an integral part of this process to ensure all Planning Department needs are met and to support timely completion of the project.
- The new director will need to evaluate the Department's plan review process to address the backlog of current projects and determine if greater efficiency can be gained for future reviews by enhanced use of technology and/or redirecting current staff resources. The director should continuously monitor the process to ensure an appropriate level of staff output and a high quality of product delivered.
- Several major transportation projects identified in the County's MPO planning process will need the attention of the new director. Included in that list are: the continuation of the McEver Road project, which will require cooperation from two municipal jurisdictions within Hall County to construct several traffic management improvements; the Sprout Springs Road Phase II project, which is a primary connector roadway experiencing development pressures between the cities of Flowery Branch and Braselton (currently in the right-of-way acquisition stage); and the Sardis Road Connector Project, currently in the right-of-way acquisition stage as well.

Candidate Qualifications

- A bachelor's degree in planning, public administration, business administration or related degree from an accredited university is required. A master's degree is preferred.
- A minimum of five years of progressive responsibility, including supervisory and/or management experience, in urban/regional planning, community development, economic development, or zoning/code enforcement or any equivalent combination of education, training and experience that provides the requisite knowledge, skills and abilities for this job is required.
- AICP or other planning/development certifications are desired and will be noted during the vetting process as an indication of commitment to continued professional development.
- Five years supervisory experience is required.



Compensation & Benefits

The starting salary for this position DOQ (depending on qualifications) is expected to be in the range of \$125,000 - \$140,000 with a very comprehensive benefits package including:

- Health, dental and vision insurance
- Family Health Center
- Comprehensive Wellness Program
- Flexible Spending and Health Savings Accounts
- Short-term, Long-term Disability and Life Insurance
- 457 Deferred Comp and 401 (a) plans with County matching 401 (a)
- Paid time off (personal time, vacation and holidays)
- Relocation assistance negotiable



How to Apply

Interested candidates must submit by email a cover letter, resume, salary history and five job related references with phone numbers and email addresses, no later than January 20, 2022 to Lisa Ward, Senior Associate, Mercer Group Associates at lisaward912@gmail.com. Please direct any questions to Lisa Ward at 706-983-9326. Interviews are expected to be conducted in March 2022.

Alan Reddish, Senior Associate, Mercer Group Associates, Cell: 706-614-4961