



Lee County
Southwest Florida



Director of Community Development

**We're
looking
for you**

The Position

The Director of Community Development focuses on planning, managing, and monitoring the function and performance of all aspects of the department. This position formulates long-range goals for the organization and builds strategic partnerships with senior county management.

The Director of Community Development evaluates and recommends improvements to existing programs, and proposes new initiatives as needed for efficiency and compliance. A high level of service to Lee County customers is ensured through the leadership and support of the assigned management team and staff, business operations, and customer service practices.

This successful candidate will be a servant leader with the following abilities:

- Mentor staff and provide a clear understanding of the department's core goals and expectations through regular and consistent communication.
- Build consistency of philosophy across all divisions in the department.
- Foster consensus through positive collaboration with various internal and external stakeholders including county administration, commissioners, county attorney's office, fellow department directors, and the community.
- Develop and present programs, plans, ordinances, and other affiliated recommendations to county administration, commissioners, and other county officials.
- Demonstrate initiative and use critical thinking to solve complex issues.
- Utilize sound judgment to make difficult decisions and execute high-level directives.
- Flexible with the ability to adapt to a fast-paced, constantly changing environment.
- Customer service driven with the ability to understand public and political influences.

Self-Directed



Confident

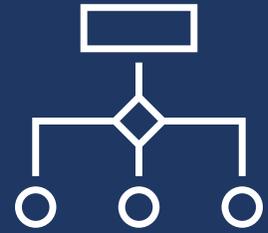


Dynamic



The Government

As the area's third largest employer, Lee County provides a full complement of programs and services to its citizens through its 2700 plus employees. A five-member Board of County Commissioners, elected by all voters representing districts in which they live, acts as the county's chief policy-making and legislative body.



Click the icon above to access Lee County organizational charts

Lee County Director of Community Development oversees planning, zoning, site development, environmental review, building permitting, building inspections, and code enforcement for the unincorporated areas of Lee County. Community Development administers:

[The Lee Plan](#) — The comprehensive plan for growth in unincorporated Lee County through 2035

[The Lee County Land Development Code](#) — The regulations which implement the Lee Plan and other ordinances adopted by the Board of County Commissioners



Operating Budget:
\$22 Million



175
Employees

Lee County strives to be an employer of choice by offering a supportive and dynamic work environment. Our One Organization philosophy is incumbent on people working together with a common goal of providing services to each other and our community.

*You can learn more about the principles of "One Org" here:
<https://www.youtube.com/watch?v=3xv2gfbtNMQ>.*

The Community

Southwest Florida's Lee County is a growing region, ideally situated along Interstate 75, just two hours from both Tampa and Miami. The county is home to residents in the Cape Coral-Fort Myers Metropolitan Statistical Area.

Fort Myers is the county seat of Lee County, which also includes the communities of Cape Coral, Bonita Springs, Sanibel, Estero, and Fort Myers Beach. More information on Lee County's continued growth can be found here:

<https://storymaps.arcgis.com/collections/99adb4fcbc6aa4c3d86641be79625809b?item=2>

More and more families and businesses are choosing Lee County to call home. From sparkling white sandy beaches and lush golf courses to an exciting sports and outdoor recreation scene, a nationally recognized public school system, low crime rates, and an exceptional quality of life make Lee County a great place to live, work, and raise a family. More information on Lee County's economic indicators and demographics can be obtained here:

<https://www.leecountybusiness.com/demographics/>.



811 Square Miles



~800,000 Residents



Vibrant and Growing Economy

Education and Experience

The ideal candidate will possess the following credentials and qualifications:

- A combination of education and experience equivalent to a bachelor's degree in Planning, Public Administration, Business Administration or a closely related field and five years of closely related and progressively responsible experience to include two years in a supervisor/management role.
- Community development experience with a governmental/municipal agency, similar in size and scope to Lee County
- Community Development experience in a community that has evolved through large, sustained growth and substantial redevelopment initiatives.
- Budgeting and fiscal management experience with and understanding of financials across multiple funding sources.
- Knowledgeable of land management plans, codes, and laws with the ability to learn and navigate local complexities and nuances.
- American Institute of Certified Planners certification is preferred.

Compensation and Benefits

The salary offered will be based on the experience and qualifications of the successful candidate, ranging \$135,000.00 - \$180,000 annually.

A comprehensive benefits & wellness package, including medical insurance with both HMO and PPO options, is available for as low as \$15.00 a month. Life Insurance, Long Term Disability, an Employee Assistance Program, and participation in the Florida Retirement System are provided at the full cost of the employer. Additional benefits include:

- \$0 In-Network Calendar Year Deductible for Medical
- 0% In-Network Co-Insurance for Medical
- 11 Paid Holidays
- Paid Vacation and Sick leave, with accruals of hours occurring every two weeks

Lee County Board of County Commissioners employees participate in the Florida Retirement System (FRS) and employees may also contribute to a Deferred Compensation 457 plan. Within the FRS, employees contribute 3% and the employer contributes 7.67% (before FRS deductions). Supplemental insurance coverage including Dental, Vision, Short Term Disability, additional Life Insurance for Employee and Dependents, and Flexible Spending Accounts are offered at incredibly affordable premiums.

Ideal Candidate



**Clear, Concise
Communication**



Collaboration



**Proper Allocation and
Utilization of Resources**



**Sound, Impartial
Decision-Making**



Personal Accountability

The ideal candidate will be an innovative thinker who can articulate a clear vision and embrace a department culture that focuses on emerging trends and community development best practices while focusing on customer service.

The director must have a thorough understanding and knowledge of planning, zoning, code enforcement, land use principles, grants programs and contract oversight, including the interpretation and implementation of laws, code, 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 is an important qualification expected of the new director.

This position requires promoting a culture of teamwork by treating staff, stakeholders, and developers with respect and dignity and must have outstanding communication skills with the ability to engage with diverse groups. Candidates should possess highly developed interpersonal and active listening skills, as well as the ability to build trust with the County Elected Officials, County employees, and the public. Must be comfortable presenting in a variety of settings and possess outstanding public speaking skills.

Expectations and Opportunities

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

- Continued implementation of community planning efforts. The current Land Development Code and Zoning Ordinances are sound; however, the Director will need to conduct a comprehensive review of the codes to ensure best practices are in place that avoid unintended consequences of development proposals; promote quality growth which supports the community identity; ensure developer accountability for adherence to community standards when projects are approved; require limited variances in order to accomplish quality projects and encourage quality business development.
- Evaluate staffing to reduce turnover and recruit persons who demonstrate skills in community visioning; assuring those proper skillsets are in place to address future growth challenges; focusing on customer service that promotes “user friendly” interactions and processes to get to “yes” when possible; promoting transparency and demonstrating impartiality when developing recommendations for decision makers and reviewing development plans.
- Promote the value of having a shared community vision by proactively seeking ways to enhance the working relationship with planning and development partners such as the local development community, other municipal jurisdictions, and state economic and development officials.

How to Apply

Interested candidates must submit by email a cover letter, resume, and five professional references (including email address and phone number, and salary history no later than close of business on November 27, 2022 to lisaward912@gmail.com

For any further questions, please call Lisa Ward, Senior Associate, Mercer Group Associates at 706-983-9326. Interviews are expected to be conducted in mid-December.



Lee County is dedicated to fostering and maintaining a diverse workplace. Minority and female candidates are encouraged to apply, as well as individuals that meet Veteran's Preference eligibility. Lee County is an equal opportunity and at-will employer.

**Are you
ready to
join the
team?**