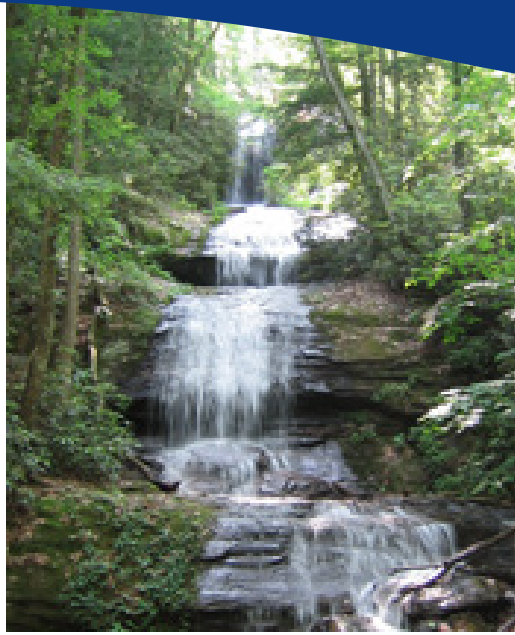


Lumpkin County, Georgia



INVITES YOUR INTEREST IN THE POSITION OF **Planning Director**



Vision Statement

Lumpkin County, Georgia will be a local government grounded in the principles of ethics and dignity with a firm commitment to improve the quality of life for future generations by making responsible decisions today.

Mission Statement

Lumpkin County will provide an environment that is safe and promotes a higher quality of life for those who live in, work in, and visit our community. We will innovatively manage our resources while preserving our heritage and planning for the future.

LUMPKIN COUNTY – AN EXCEPTIONAL OPPORTUNITY

ABOUT LUMPKIN COUNTY

Lumpkin County, resting in the foothills of the Blue Ridge Mountains, is 283 square miles in area, 44% of which is located within the Chattahoochee National Forest. The population of the county has grown by 43% over the last ten years with the current estimated population to be over 35,000. The median household income in Lumpkin County is approximately \$43,704.

Lumpkin county is a vibrant, growing center of tourism. Over 85% of Lumpkin County's change in population in the last ten years is a result of people moving into the community. The many factors leading to the phenomenal growth include: the local presence of a state university, the appealing character of the natural surroundings, the thriving tourist industry, and the community's adaptability to commuter living. This growth has created a diverse, vibrant, family-oriented population in Lumpkin County.

Festivals and fairs such as Gold Rush Days, The Mountain Flower Art Festival, and The Bear on the Square Festival bring thousands of visitors to the community yearly to enjoy the good hospitality and beautiful surroundings. The close proximity of Lumpkin County to the "hub of the south" (Atlanta) has made the community a favorite weekend getaway for residents of the Atlanta metro area.

While tourism remains the center of the economy, agriculture retains a prominent position among the industries. Still, farming is becoming less of an occupation and more of a hobby of those living in the rural areas today. Over 76% of those living in the rural areas are classified as "non-farm occupants." Many of these individuals, almost 43%, travel out of the county to work.

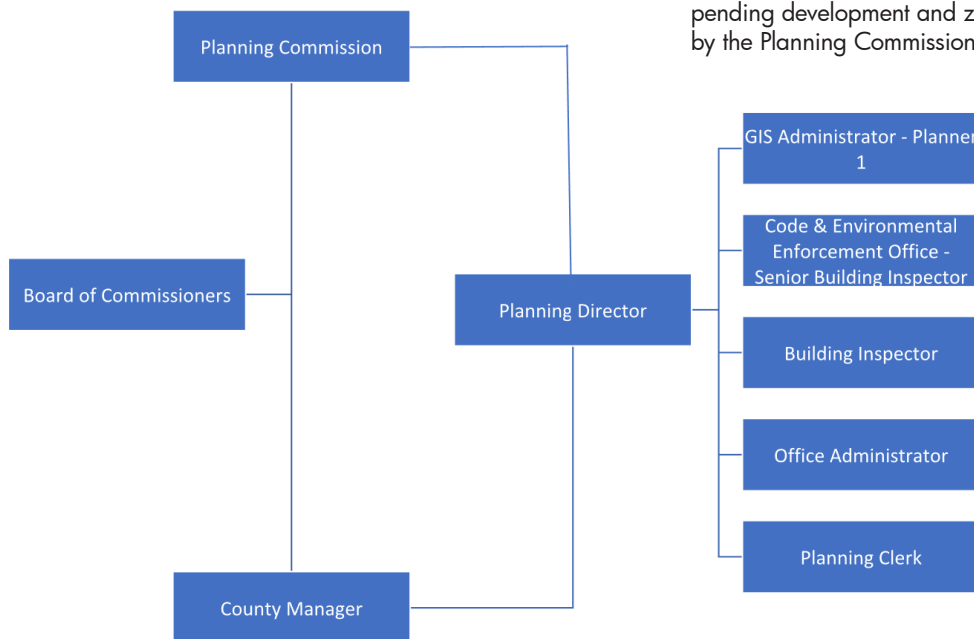
Lumpkin County is quickly changing. Lumpkin County is the northern neighbor of two of the fastest growing counties in the nation, Forsyth and Dawson. Lumpkin is experiencing similar trends in growth and economic expansion and development. Citizens are becoming more informed and participating to a higher degree in the planning and decision making process of their government.

Lumpkin County is in the unique position of having the best of what the Blue Ridge Mountains offers including clear rivers and streams, scenic mountain peaks and valleys, peaceful groves and meadows, along with access to highly developed thoroughfares of commerce connecting Lumpkin County to the economic center of the region.

ABOUT THE POSITION

The Planning Director serves as the department head, overseeing administrative and technical aspects of county land use and development activities. This role encompasses responsibilities for comprehensive planning, permitting, code enforcement, issuance process for land use permits, business licenses, land disturbance permits, building permits, and sign permits. The Director also oversees the County's Geographic Information Systems (GIS) program. The Planning Director works closely with the Planning Commission, providing recommendations on matters requiring their and/or the Board of Commissioners' action. Operating with considerable autonomy, this position exercises independent judgement and initiative while reporting to the Assistant County Manager.

The new Planning Director should have the ability to embrace a fast-growing community; help refine and define community growth and ensure a high quality of life for Lumpkin County residents. The Director must demonstrate skills working with a demanding citizenry and building consensus around important community development issues. The Planning Director should have experience in identifying unintended consequences of pending development and zoning decisions being considered by the Planning Commission and Board of Commissioners.





Typical duties of the position will include:

- Serves as Planning Director and the Building Official for Lumpkin County Government, leading the Planning, Code Enforcement, and GIS departments.
- Reviews applications, site development plans, and building plans for compliance with County’s ordinances.
- Engages with residents, contractors, architects, engineers, developers, and property owners regarding the interpretation and application of codes during planning and construction processes.
- Manages the County’s interdepartmental Plan Review Committee process, oversees reviews of site plans, plats, land use inquiries for subdivision/commercial development.
- Supervises department staff, including recruiting, training, and developing team members; assigning and evaluating work; providing coaching and counseling; administering discipline, including termination, employee performance evaluations.
- Provides recommendations on requests for special land use permits, property subdivision, and site plan approvals and character area map amendments.

EXPERIENCE AND QUALIFICATIONS

- Bachelor’s degree in Planning, Public Administration, or related field.
- 5+ years of related experience in planning or community development, with a strong leadership track record.
- Certifications (or willingness to obtain) such as AICP, Level 1B “Certified Inspector,” and Level II “Certified Plan Reviewer.”
- Deep knowledge of zoning laws, land development standards, and environmental sustainability practices.

THE IDEAL CANDIDATE

We’re seeking a dynamic and forward-thinking Planning Director to lead a team dedicated to sustainable growth and development. This is a pivotal role where you’ll be at the forefront of transforming land use, implementing progressive plans, and driving the future vision of the community. If you’re passionate about urban planning, innovation, and community impact, this role offers you the chance to lead initiatives that will define the landscape of Lumpkin County for generations to come.

WHAT WE’RE LOOKING FOR:

- **Innovative Thinker:** We need a leader who is excited about creating sustainable, forward-thinking policies that balance growth and environmental stewardship.
- **Decision-Maker:** You’ll have the autonomy to make critical decisions that shape the county’s future, with the support of the Assistant County Manager and a highly skilled team.

KEY RESPONSIBILITIES

- **Visionary Leadership:** Spearhead the County’s land use, development activities, and GIS strategies while managing an expert team that includes Planning, Code Enforcement, and GIS divisions.
- **Innovative Development:** Review and refine applications, site development, and building plans to align with progressive County Ordinances.
- **Community Engagement:** Act as a liaison between the County’s Planning Commission, residents, contractors, and developers, ensuring open communication and shared goals.



- **Strategic Planning:** Oversee the comprehensive planning process and provide expert recommendations on special land use permits, subdivision requests, and zoning amendments that reflect Lumpkin County’s future vision.
- **Cross-Department Collaboration:** Coordinate with various departments on land use inquiries, permitting, and code enforcement, ensuring seamless processes and compliance.
- **People Management:** Lead, mentor, and develop a high-performing team while fostering a collaborative, positive working environment.

The Planning Director will have the unique opportunity to:

- Shape the direction of land use and development in a rapidly growing and vibrant community.
- Work closely with key stakeholders, including county leadership, developers, and community members, to implement strategic plans.



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COMPENSATION AND BENEFITS

The expected starting salary range for this position is **\$90,000 - \$104,000** (depending on the qualifications of the selected candidate), with a comprehensive benefits package, including health, dental and vision insurance. The county offers county paid \$50,000 life insurance policy and long-term disability insurance as well as Pension Plan that is 100% employer funded; no employee contribution required; a 401(a) and 457(b) is provided: If employee contributes minimum of 2% to either, or both, 457(b) or 457 Roth, county will contribute maximum of 4%. In addition, a generous annual and sick leave program and EAP is provided. Relocation expenses are negotiable.

HOW TO APPLY

Interested candidates must submit by email a cover letter, resume, at least five job related references (name, email and phone numbers), as well as salary history no later than close of business on **February 28, 2025**, to Lisa Ward, Senior Associate at lisaward912@gmail.com. Please contact Lisa Ward at 706-983-9326 or Alan Reddish, Senior Associate at 706-614-4961.



MERCER GROUP ASSOCIATES



Equal Opportunity Employer – Lumpkin County, Georgia does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or military service in employment or the provision of services.