City of Statesboro, Georgia

Currently Recruiting for Planning and Development Director
The City of Statesboro (population 31,379), founded in 1803 and county seat for Bulloch County, is a progressive community that provides an exceptional quality of life to its residents and offers southern charm and hospitality to its visitors. The City offers a high standard of living with a commitment to ensure the most responsive and progressive public services to residents, businesses, and visitors alike. 

Statesboro has a highly diversified economy. There are three institutions of higher learning located in the greater Statesboro area: Georgia Southern University (GSU) within the City limits and Ogeechee Technical College (OTC) and East Georgia State College located just outside the City yielding many educational opportunities for the community. In addition to higher education, Statesboro is home to several major industries and offers a regional shopping center and health care provider for 8 surrounding Georgia counties. Approximately 24.76% of the Bulloch County labor force is employed by the government sector including the City’s largest employer, Georgia Southern University. Major private sector employers in the City include East Georgia Regional Medical Center, Wal-Mart Super Center, and Lowe’s Home Center. Statesboro is diverse in many respects and prides itself in striving to promote diversity and inclusion. The median age in Statesboro is 23 which is 38% lower than the median for the state. Over 84% of residents have a high school diploma and over 25% have a four-year college degree. Demographically 49.7% of the population is White, 43% is Black or African American, 5% is Hispanic or Latino, and 1.61% of the population is Asian. The poverty rate is 48.4%.

In addition to the designation as a Georgia Municipal Association City of Excellence, accolades include being recently named a Finalist for the America’s Best Community Competition sponsored by Frontier Communications, DISH, CoBank and The Weather Channel. Additionally, the downtown was named one of eight "Renaissance Cities" by Georgia Trend magazine. Offering wonderful festivals, parks and recreational opportunities, Statesboro prides itself on offering exceptional quality of life as a regional economic, educational, business, medical and cultural hub. Statesboro is located 10 miles off Interstate 16 and is an easy drive to historic Savannah and the coastal islands of Georgia.
The City of Statesboro is a full-service municipality that operates under a Council/Manager form of government. The City Council sets the policies, enacts ordinances, votes the appropriations and develops the overall vision, which is then carried out under the City Manager’s direction. The City Council consists of six members including the Mayor. The City Manager is responsible for implementing the City’s vision, the Council’s policies and managing the City’s day-to-day operations.

As authorized by its Charter and Code, the services provided by the City are General Government (Administration, City Clerk, Human Resources, Finance, Planning & Development and Engineering), Judicial (Municipal Court), Police, Fire and Public Works (Streets, Sanitation), Water and Sewer and Natural Gas.

The Planning & Development Department consists of 10 full-time employees in four divisions. The Planning Division consists of a City Planner I, a City Planner II and an Administrative Assistant. The Code Compliance Division consists of 2 Code Compliance Officer positions. The Protective Inspections Division consists of the Building Official and a Building Inspector. The Governmental Buildings Division consists of 2 custodians. The combined annual operating budget for the Department is approximately $850,000.

Last year the Department reviewed and processed approximately 40 Planning Commission cases (Annexations, Variances, Re-zonings and Special Exemptions), approximately 120 building permits (Single-Family, Two-Family, Multi-Family and Commercial), and approximately 200 sign permits. In addition, the Department assisted the Clerk’s Office with review and recommendations for approximately 150 business and alcohol license applications.
About the Position

The Director of Planning & Development is responsible for planning, organizing, and directing the overall administration of the Planning and Development Department, which includes land use, strategic, and comprehensive planning; community and economic development; grant writing and administration; project management; permitting; code compliance; ordinance administration; and comprehensive facilitation and planning of City services and processes. This position serves as the City’s Zoning Administrator, City Planner, and Secretary to the City of Statesboro Planning Commission, and may serve as a City representative or ex-officio member for various boards, committees, and partner entities.

This position administers zoning, subdivision, land use, and other related ordinances and regulations and prepares amendments to such as needed. Performs professional work promoting, facilitating, and coordinating planning, zoning, and development activities.

Manages one stop permitting shop, development project management system for building permitting services, Right Start programs, utility provision policies and request, street naming, addressing, and other programs and processes of the City. Receives, processes, and administers applications for land use, building permits, signs, zoning map amendments, variances, special exceptions, annexations, and other permits and licenses.

Develops and implements the comprehensive plan and other land use, strategic, and service delivery plans; coordinates and submits local comprehensive planning and service delivery plans with county, state & regional planning; provides information and assistance concerning development regulations for the City of Statesboro.

Maintains responsibility for boundary and mapping updates and accuracy and for reporting changes in boundaries, service areas, zonings, etc.; maintains compliance with Department of Community Affairs (DCA) requirements for Local Government Minimum Planning Standards; develops and coordinates implementation of area-specific and City-wide strategic plans.

Consults and coordinates with citizens, not for profits, private entities, City staff, Mayor and Council, and other officials of municipal, county, state, and federal governments in order to coordinate all phases of community development; conducts public outreach and education; attends all regularly scheduled meetings of the City Council, Planning Commission, and other boards and committees as assigned.

Provides professional level research, analysis, report writing and presentations; facilitates discussions and arrival at group consensus; works with staff and applicants to review developers’ plans to ensure compliance with the regulations and policies; negotiates solutions, and formulates recommendations.
The City of Statesboro seeks a dedicated planning professional that is ready to embrace the challenges and opportunities of the position in a diverse and growing community. The new Director must exhibit consistency, objectivity and unquestioned technical knowledge when developing official recommendations for the City Manager, Planning Commission and Mayor and City Council.

The successful candidate will be expected to articulate a vision of excellence, establish credibility and consistency in delivery of services, motivate others in the Department and provide creative problem solving in response to community issues. Exceptional interpersonal skills and communication skills are critical in this role.

The ideal candidate will have high energy and seeking growth opportunities to develop the planning team, as well as building the foundation for implementing an effective community development section within the planning department. The new Director must be a proven leader with the ability to function as an integral part of the management team under the direction of the City Manager and Assistant City Manager. A strong work ethic is a must for this position.

**Candidate Qualifications:**

- Bachelor’s degree in planning, urban planning, economic development, community development or a closely related field, with a Master’s degree preferred. A minimum of five (5) years of progressively responsible supervisory experience in a planning related field; or equivalent training, education, and/or experience is required.

- Community development experience related to affordable housing and federal grants management experience desired.

- Must possess or be able to obtain a valid Georgia Driver’s License within 30 days of hire.

- AICP certification preferred or the ability to obtain certification within two years.
Challenges & Opportunities

The new Director will be responsible for the following challenges and opportunities:

To support and promote development, Statesboro has two tax allocation districts (TAD). One TAD is currently under development and includes installation of a new road, improvements to existing roads and intersections, new utilities and the development of a new professional soccer stadium for Tormenta FC, a new grocery store, and additional development in future phases. The other TAD was developed to support redevelopment of areas along and in the vicinity of the Blue Mile.

The next Planning & Development Director will be working closely with staff and the development community to provide long term planning and promote growth and development opportunities that ensure the success of both TADs.

In an effort to a new focus on supporting housing conditions in Statesboro, the City has recently applied to participate in the Georgia Initiative for Community Housing program. The next Planning & Development Director will be expected to provide leadership in support of this initiative by developing creative strategies and programs for residents and by securing supporting grant funding.

Statesboro has partnered with the Blue Mile Foundation to develop an exciting, visionary project – The Creek on the Blue Mile. This project proposes the development of a recreational reservoir, park promenade along Little Lotts Creek, new mixed-use developments, and other amenities to support The Blue Mile. The next Planning & Development Director will be expected to work with the Foundation and citizen committees to develop a master plan and zoning overlay districts along this project to support retail, restaurants and housing opportunities.

The new Planning & Development Director will be expected to establish short and long range goals for the Department in support of the City’s Comprehensive Plan. The Department has experienced significant staff turnover and vacancies in recent years. The next Director must be able to recruit and develop staff and build a Department that is aligned with the vision and ideals of the City.
Compensation & Benefits

Starting salary for this position DOQ (depending on qualifications) of the selected candidate is expected to be in the range of $75,000 - $93,000 with a comprehensive benefits package including:

- Health, dental and life insurance
- Pension Plan and 457 Plan
- Long – term disability coverage
- Paid time off
- Negotiable relocation expenses

How to Apply

Interested candidates must submit by email a cover letter, resume, at least five job related references, and salary history not later than **February 21, 2020** to: Lisa Ward, Senior Vice President, The Mercer Group, Inc., at lisaward912@gmail.com. Any questions please call 706-983-9326. Interviews are expected to be conducted in mid-late March 2020.

The City of Statesboro is an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, genetics, protected veteran status, or any other characteristic protected by law. In compliance with the Americans with Disabilities Act, the City of Statesboro will provide reasonable accommodations to qualified individuals with eligible disabilities (unless the disability precludes performance of the essential functions of the position). The City of Statesboro is a drug free workplace. The City of Statesboro participates in E-Verify.