

C A R E E R O P P O R T U N I T Y



COMMUNITY DEVELOPMENT RESOURCE AGENCY DIRECTOR

COMMUNITY DEVELOPMENT RESOURCE AGENCY (CDRA)

COUNTY OF PLACER, CALIFORNIA \$194,189–\$242,486 DOE/DOQ

THE COUNTY OF PLACER IS ON THE LOOKOUT FOR AN INNOVATIVE AND VISIONARY **COMMUNITY DEVELOPMENT RESOURCE AGENCY DIRECTOR**. In this role, you'll take the reins of six direct reports, overseeing a total staff of 168 and managing a budget of \$36 million. As the driving force behind the Community Development Resource Agency, you'll lead three pivotal divisions: Planning Services, Engineering and Surveying Services, and Building Services. You will also seamlessly orchestrate complex work to ensure that the vision of the Board of Supervisors is implemented and that our communities thrive. You'll be at the forefront of strategic planning, organizational development, and direction-setting, focusing on executing adopted plans while also creating an environment where staff can thrive. But it's not just about work—living in Placer County means immersing yourself in a stunning natural landscape, with abundant outdoor recreation opportunities right on your doorstep. From hiking to skiing, you'll find endless ways to enjoy the great outdoors. This is a region of growth and opportunity, where transformative projects are shaping the landscape, and community engagement is at an all-time high. As our new Director, you'll navigate this dynamic environment with confidence, ensuring that infrastructure planning is strategic, resources are utilized efficiently, and residents' quality of life is continually enhanced. Apply today to shape the future of our community, and *join one of the **fastest growing counties** in the state of California!*

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LINK](#)



THE COMMUNITY

LEARN WHAT MAKES PLACER COUNTY AN INCREDIBLE PLACE TO LIVE

Watch Video

LIVING IN
PLACER COUNTY

LEARN HOW THIS AREA'S ENVIRONMENT & ECONOMY ARE INTERTWINED



SPANNING 1,407 MILES, FROM THE SACRAMENTO VALLEY TO THE SIERRA FOOTHILLS to the shores of North Lake Tahoe, Placer County is truly a special place. With breathtaking scenery and rich history, it is a year-round destination for winter and summer recreation that attracts more than one million visitors each year. If you are an outdoor enthusiast, there is no better place to be than Placer County with its natural lakes and rivers for whitewater rafting and fishing, as well as a handful of picturesque and world-renowned ski resorts. The County is home to more than one million acres of national forest land filled with trails for hiking, horseback riding, and mountain biking.



THE COUNTY & DEPARTMENT

THE COUNTY OF PLACER SERVES APPROXIMATELY 405,000 RESIDENTS.

Organized into 19 departments, the County has 2,870 full-time employees and a FY 2023/24 budget of approximately \$1.28 billion. The County's mission is to provide responsive, efficient, and effective public services that promote the health, safety, well-being, and prosperity of its citizens while protecting its environmental resources and preserving the rich heritage of this region. The County is known for providing exceptional local and regional leadership, that works in partnership with an outstanding engaged community of stakeholders, government partners, chambers, businesses, and the public to develop creative solutions to the diverse issues facing the region and bestow to current and future generations even better communities in which to live, raise families, work, vacation, and conduct business.

The Community Development Resource Agency (CDRA) is organized in three divisions: Planning Services, Engineering and Surveying Services, and Building Services. CDRA has offices in both Auburn and Tahoe City, California, where staff provide outstanding service to customers—including permitting, zoning resources, video and in-person inspections, and historical engineering guides. CDRA offers a **suite of digital services** to streamline residential and commercial development projects—clients can now look up zoning requirements, apply for permits, and get technical help, all from the comfort of their home or business.

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LEARN
MORE
ABOUT
THE
COUNTY
OF
PLACER



LEARN
MORE
ABOUT
CDRA

— *“Exceptional Local & Regional Leadership”* —

PLACER COUNTY STATISTICS

Top 10 Places to Raise a Family in California.

The County reached number seven out of 58 in 2023.

Healthiest Counties in California. Ranked highly in areas such as longevity, quality of life, social and economic behaviors, and access to clinical care.

Best-Educated Counties in California.

50% of residents have achieved an associate's degree or higher.

Economically Strong County. Median household income of \$99,734 and homeownership rate was 73.4%.

Highest Quality Schools in California.

The County has good student-teacher ratios, high graduation rates, and exceptional test scores.

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THE JOB & THE IDEAL CANDIDATE

AS THE DIRECTOR, YOU WILL SPEARHEAD EFFORTS to foster a thriving community by overseeing the CDRA Department, which comprises six direct reports, 168 dedicated staff members, and a substantial budget of \$36 million. This pivotal executive position is more than just management—it's about shaping a positive workplace culture, attracting top talent, and fostering meaningful connections within our organization and with our broader community. We're looking for a confident, dynamic leader who brings extensive supervisory experience and exceptional interpersonal skills to the table. In this role, you'll empower your team to take reasonable risks to advance issues ensure responsiveness and accountability, foster collaboration and flexibility, and tackle complex challenges head-on. You will also have a tolerance for ambiguity and the ability to make decisions that will stand the test of time. Your adept leadership and superior communication skills will ensure that the vision of the Board of Supervisors is translated into impactful action, all while ensuring inclusivity and equity, and valuing our diverse community.

The Director will engage with accounting and auditing teams to ensure fiscal compliance, direct budget preparation and evaluation, and collaborate closely with the Board and County Executive Officer to set priorities, break down barriers, drive results, and execute plans. Your comprehensive understanding of land use planning and building processes, coupled with your administrative prowess, will be essential in guiding our department toward continued success while keeping the big picture in mind. The ideal candidate will have experience as a capable problem solver and will bring passion, drive, and commitment to their role. We're seeking a leader who thrives on challenges, excels in project and time management, and successfully juggles competing priorities with ease.



CORE COMPETENCIES

The ideal Director will also possess...

DIPLOMACY. Demonstrate a high level of political acumen, remain unbiased, and show up to discussions with an open mind.

EMPATHY. Actively listen to the concerns of staff and the community, and seek to understand areas of need.

FUTURISTIC THINKING. Take calculated risks in service of the County's goals, suggest changes to the Board, and foster interdepartmental collaboration.

TECHNICAL ACUMEN. Use advanced enterprise tools to streamline processes and effectively run the Department.

EMPLOYMENT STANDARDS

Any combination of experience and training that would provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

EDUCATION: Equivalent to a bachelor's degree from an accredited college or university with major course work in planning, urban design, public administration, or a related field.

EXPERIENCE: Seven years of increasingly responsible experience in planning and community development, including three years of executive-level responsibility.

**Travel between CDRA's Auburn and Tahoe offices will be required.*



FUTURE PROJECTS & OPPORTUNITIES

PLACER 2050 GENERAL PLAN UPDATE.

Shape the future of the County for the next 25 years with a visionary blueprint for the future to create balanced, thriving, and sustainable communities.

HOUSING REZONES. Assess rezoning for expanded housing projects to meet the diverse needs of the growing area.

PROGRESSIVE RECRUITING & HIRING STRATEGIES. Seek new technologies to recruit excellent candidates, furthering the County's reputation as an employer of choice.

IMPLEMENT THE PLACER COUNTY CONSERVATION PLAN. Protect and enhance the ecological diversity of the County.

OPTIMIZE OPERATIONS. Strategically leverage technology to implement seamless, high value, customer-focused enterprise systems.

STAFF DEVELOPMENT. Embrace and lead staff through change, energize the organization, celebrate successes, and recognize dedication and hard work.

COMPENSATION & BENEFITS

The annual salary for CDRA Director is **\$194,189–\$242,486 DOE/DOQ**. In addition, the County offers an **attractive benefits package** that includes:

[CLICK LINK](#)

GENERAL WAGE INCREASES. 4% increase in June 2024.

PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS). 2% at 62 for new, and 2% at 55 for classic employees; the County contributes 6.2% toward Social Security.

MEDICAL, DENTAL, AND VISION INSURANCE. The County offers benefits for employees, spouses, and eligible dependents.

FLEXIBLE SPENDING ACCOUNT. Maximum of \$192.31 per pay period or \$5,000 per calendar year.

LIFE INSURANCE AND AD&D. \$10,000 at no cost; additional AD&D coverage available for purchase up to \$500,000.

DEFERRED COMPENSATION. Voluntary deferred compensation programs through Lincoln Financial Group including both pre-tax and Roth after-tax contributions.

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

MEDICAL REIMBURSEMENT FLEXIBLE SPENDING ACCOUNT

HOLIDAYS. 12 annual paid holidays, plus two floating holidays per year.

MANAGEMENT LEAVE. 100 hours per year, taken as time off or cashed out.

SICK LEAVE. 12 paid days per year. No cap on accruals; no cash-out option.

SALARY PROTECTION & BEREAVEMENT LEAVE

EMPLOYEE ASSISTANCE PROGRAM. Available at no cost—including coaching, parenting and childcare services, eldercare resources, financial coaching, and legal consultation.

AUTO REIMBURSEMENT. \$750 per month.

CAFETERIA PLAN

TUITION REIMBURSEMENT. Max \$1,200 per fiscal year on approved classes.

LEARN MORE: ATTEND AN INFORMATION SESSION

To learn more about this exciting career opportunity with Placer County, please join our virtual information session on **MAY 1, 2024, at 5:00 pm PST to 6:00 PM PST**, via Zoom. This is an opportunity to hear first-hand about the position, speak directly with Placer County representatives, and ask questions! You are not required to be on camera. **To join audio only, call +1 877 853 5247, Phone Conference ID: 939 9559 4488 #. Passcode: 806202**

[CLICK HERE TO JOIN THE MEETING.](#)

HOW *to* APPLY

For first consideration, apply by **MAY 8** at:

[WBCP JOB BOARD](#)

 [CLICK BUTTON](#)

SAVE THE DATES

Round one virtual interviews will take place on **MAY 29**; Finalists will move forward to round two in-person interviews on **JUNE 7**. Selected candidates must be available for both rounds of interview dates.

Please contact your recruiter, Terri, with any questions:

805.450.8296 direct
866.929.WBCP (9227) toll-free

terri@wbcpin.com