

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

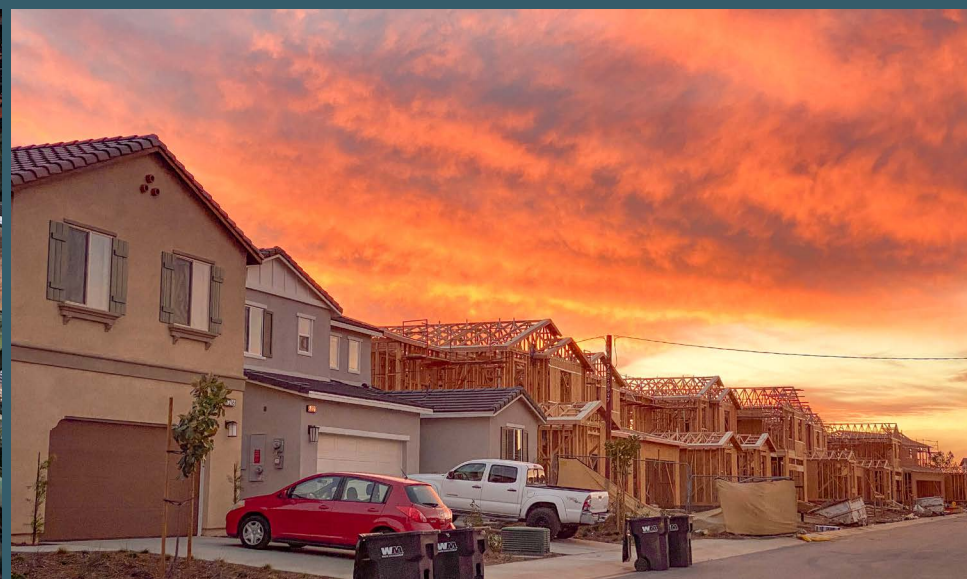


# COMMUNITY DEVELOPMENT DIRECTOR

CITY OF BANNING, CALIFORNIA

**ANNUAL SALARY: \$159,401–\$215,650 DOE/DOQ**

**T**HE CITY OF BANNING, CALIFORNIA, IS SEEKING AN EXPERIENCED AND VISIONARY COMMUNITY DEVELOPMENT DIRECTOR (CDD) to lead planning, building and safety, and development services as the City strengthens internal processes and prepares for future growth. Reporting to the City Manager, this role provides both strategic and hands-on leadership for land use planning, entitlement processing, and development review, while guiding residential and commercial development in alignment with City priorities and community values. The Community Development Director oversees 15 staff, provides leadership support to six Planning Commissioners, and administers an approximate FY 2026 budget of \$4.2 million. They play a key role in improving development processes, supporting staff, and partnering with elected officials, commissions, and the development community to advance thoughtful, well-managed growth. The ideal candidate has a strong technical background in planning, building, permitting, safety, land use, and environmental review, paired with sound judgment, strong communication, emotional intelligence, and a collaborative, team-oriented leadership style. *Help shape the future of a growing community through thoughtful planning and collaborative leadership, apply today!*



## THE COMMUNITY

**B**ANNING, CALIFORNIA SITS AT THE GATEWAY TO THE SAN GORGONIO PASS, where mountain and desert landscapes shape the city's small-town character and setting. Known for its historic downtown and strong sense of community, Banning is surrounded by open land and natural scenery, creating a spacious environment with plentiful sunshine and excellent air quality. The City has 30,000+ diverse residents and covers about 23 square miles, offering a balance of community neighborhoods and open space. Residents enjoy access to outdoor recreation including nearby Mount San Jacinto, hiking and biking trails, local parks, and community events, as well as cultural attractions such as the Gilman Historic Ranch and Wagon Museum. Located in Riverside County, Banning is centrally positioned—approximately 84 miles east of Los Angeles and 25 miles west of Palm Springs—with convenient access to the Coachella Valley, Big Bear Lake, mountain recreation, and Southern California destinations in every direction. The local economy is supported by healthcare, retail, logistics and transportation, education, public services, and manufacturing, with continued growth tied to its location along the Interstate 10 corridor.

# THE ORGANIZATION

**T**HE CITY OF BANNING OPERATES AS A GENERAL LAW CITY with a council-manager form of government, led by an elected five-member City Council and Mayor responsible for establishing policy and setting the City's strategic direction. As a full-service city, Banning provides a comprehensive range of municipal services directly to its residents and businesses, including police and fire services, public works and infrastructure maintenance, planning and development, parks and recreation, code enforcement, and administrative services. With 185 full-time and 53 part-time employees, the City is supported by a dedicated and collaborative workforce known for its strong service orientation, positive work culture, and commitment to serving the community.

[LEARN MORE](#)



**MISSION.** Our mission as a city is to in a cost-effective, citizen-friendly, and open manner, provide the people with a safe, pleasant and prosperous environment in which to live, work and play.

## THE COMMUNITY DEVELOPMENT DEPARTMENT & THE JOB



**T**HE COMMUNITY DEVELOPMENT DEPARTMENT supports the City's growth and development by guiding land use, planning, and building activities in alignment with community goals and adopted policies. The Department oversees planning and zoning, development review, building permits and inspections, code compliance, and economic development efforts. Working closely with residents, businesses, and developers, Community Development helps ensure projects move forward efficiently while maintaining community standards and supporting thoughtful growth. Through its work, the Department plays an important role in shaping Banning's neighborhoods and commercial areas, strengthening the local economy, and enhancing overall quality of life.

Reporting to the City Manager, the Community Development Director (CDD) serves as a key member of the City's executive leadership team. The Director is responsible for leading all functions of the Community Development Department, including planning, building and safety, economic development, housing programs, and redevelopment activities. They provide strategic and operational leadership for land use planning, entitlement processing, and development review, ensuring compliance with local, state, and federal regulations, including CEQA and the Subdivision Map Act. The CDD oversees 15 staff, provides leadership support to six Planning Commissioners, and administers an approximate FY 2026 budget of \$4.2 million. The Director plays an active role in advancing development process improvements, guiding residential and commercial growth, and advising the City Manager, City Council, and Planning Commission on complex planning and development matters.

# THE IDEAL CANDIDATE

**T**HE IDEAL CANDIDATE IS AN EXPERIENCED COMMUNITY DEVELOPMENT PROFESSIONAL with a strong background in planning, building, permitting, and safety functions, as well as land use planning and environmental review. A hands-on, working director, they lead with confidence, steadiness, and emotional intelligence while guiding teams and taking decisive actions within a complex municipal environment. As a clear and effective communicator, they support staff, strengthen morale, and foster a collaborative, team-oriented culture. The successful candidate works effectively across the organization and engages productively with elected officials, commissioners, developers, and community stakeholders. They demonstrate sound judgment and strong interpersonal skills while balancing policy direction, community expectations, and development objectives.



## The ideal candidate will demonstrate the following core competencies:

**Visioning:** Translates long-term community goals into clear planning, land use, and development strategies that support sustainable growth, while aligning with City priorities and community values.

**Customer Orientation:** Delivers responsive, solution-focused service to residents, developers, and internal partners by ensuring development processes are clear, timely, and professionally managed.

**High Standards:** Maintains a high level of accountability, professionalism, and regulatory compliance, while ensuring development review and permitting processes are consistent, fair, and technically sound.

**Team Development:** Focuses on supporting, mentoring, and developing staff through clear direction, constructive feedback, and collaborative leadership that strengthens morale and performance.



---

## MINIMUM QUALIFICATIONS

**Education.** Bachelor's degree in Planning & Development, Management or closely related field.

**Experience.** Ten (10) years of planning and development experience that includes five (5) years of management and/or supervision.

## DESIRED / PREFERRED

- Master's degree in related fields
  - American Institute of Certified Planners (A.I.C.P.) Certification
- 

## UPCOMING PROJECTS & OPPORTUNITIES

**PROCESS IMPROVEMENT.** Streamline internal processes to improve efficiency and coordination for incoming development projects.

**RESIDENTIAL GROWTH.** Oversee and review new residential development activity, including multiple large-scale housing projects that are expanding the City's housing supply. Currently, approximately 3,600 residential units are under development in the North Area, with an additional 4,000 residential units planned for the South Area.

**PROJECT APPROVAL.** Review and coordinate development applications to support timely project approvals.

**GENERAL PLAN UPDATE.** Support the comprehensive update of the City's General Plan to guide long-term growth, land use, and development policy.

# SALARY & BENEFITS

**Annual Salary: \$159,401–\$215,650 DOE/DOQ, PLUS** an attractive benefits package that includes:

**Retirement:** The City participates in CalPERS.  
Tier 1: 2% @55 | Tier 2: 2% @60 | Tier 3: 2% @62

**Medical, Dental, & Vision Insurance Plans Available**

**Basic Life and AD&D Insurance:** Provided at no cost to employees, the City offers coverage options that range from \$50,000 to \$150,000.

**Short- & Long-Term Disability Insurance Available**

**Other Benefits:** Flexible Spending Accounts; Short-Term Disability Income, Accident Only, Cancer, & Group Critical Illness Insurances.

**Car Allowance:** \$250 per month.

**Eyewear/Eyecare Reimbursement:** \$300 every two years.

**Professional Development:** Subject to Section 6.1 in the employment agreement.

**Education Pay:** \$275 per month for a Master's Degree.

**Eligible for two step increase after 6 months:** It is understood that annual Step adjustments will be approved based upon satisfactory performance evaluations. Any other salary adjustments will be those based upon the Consumer Price Index (CPI), unless a future Compensation Study is approved by the City Council.

See medical info as noted in Section 6.3 of the employment agreement:

**BENEFITS INFORMATION**



## HOW TO APPLY

For first consideration, apply by **MARCH 16** at:

**WBCP JOB BOARD**



**SECURE THE DATES.** Round one virtual interviews will take place on **APRIL 2**. Finalists will move forward to round two in-person interviews on **APRIL 13**. *Selected candidates must be available for both interview dates.*

**QUESTIONS?** Please contact your recruiter, **Levi Kuhlman** with any inquiries: [levi@wbcpinc.com](mailto:levi@wbcpinc.com)

**541.664.0376** direct  
**866.929.9227** toll-free

