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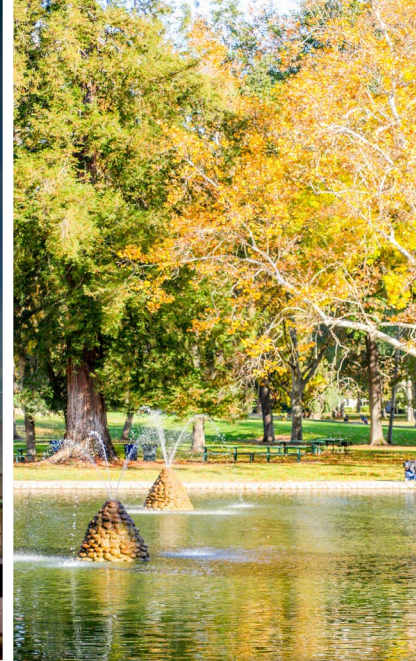
C A R E E R O P P O R T U N I T Y

# DIRECTOR OF COMMUNITY DEVELOPMENT

## CITY OF SACRAMENTO, CALIFORNIA

**ANNUAL SALARY: \$153,584–\$241,896 DOE/DOQ**

**T**HE CITY OF SACRAMENTO, CALIFORNIA is seeking a visionary **Director of Community Development** to lead its Community Development Department, one of the City's largest and multifaceted service areas. This position oversees five direct reports, up to 315 indirect staff, and a \$60.7 million operating budget. The Director works closely with the City Manager's Office, executive leadership, elected officials, business leaders, developers, and community stakeholders to advance major redevelopment initiatives, housing production, and process improvement efforts. This is an exciting opportunity to shape the future of California's capital city by balancing growth, regulatory integrity, equity, and neighborhood vitality. The ideal candidate is a politically astute, service-oriented leader who brings strong operational expertise, strategic vision, and the ability to deliver measurable results in a highly visible and dynamic public-sector environment. *Drive strategic growth and create meaningful community impact in the City of Sacramento, apply today!*



## | the community

**SACRAMENTO, CALIFORNIA, IS A VIBRANT METROPOLITAN CITY** known for its cultural attractions, cutting-edge cuisine, and rich history. Situated at the confluence of the Sacramento and American Rivers, it offers numerous outdoor venues for recreational activities such as hiking, biking, and fishing. As the sixth-largest city in California and the state capital, Sacramento serves as the state's political hub and an ideal place to work, live, and explore. With a population of 530,000 and covering nearly 100 square miles, the city boasts a diverse population and a wide range of year-round activities, including being a short drive from Lake Tahoe, Napa's wine country, and San Francisco. The city is anchored by strong public sector employment and continues to grow in key industries such as health care, education, agriculture, clean energy, and technology.

## | the city

**THE CITY OF SACRAMENTO IS A CHARTER CITY** that operates under a council-manager form of government, with a City Council composed of eight district-elected members and a Mayor elected-at-large. The City Council is the legislative body responsible for the overall policies and direction of the City. With an FY 2026 budget of approximately \$1.7 billion and nearly 5,000 full-time employees, the City provides a full array of municipal services including police, fire, water, sewer, storm drainage, solid waste, code enforcement, construction and maintenance of parks and streets, planning and development, recreation and cultural activities, community response, and general administration.

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ABOUT THE CITY**



# | the department & the job

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**THE COMMUNITY DEVELOPMENT DEPARTMENT PLAYS A VITAL ROLE** in shaping the City's growth and safeguarding the health, safety, and quality of life for residents and businesses. The Department oversees a broad range of functions through its key divisions, including Planning, Building, Code Compliance, Administrative Services, and Animal Care Services. Together, these Divisions guide long-range planning and development, administer permitting and inspection services, enforce municipal codes, provide operational and customer support, and deliver essential community services. Supported by 315 full-time staff and an annual operating budget of \$60.7 million, the Department delivers comprehensive services that support Sacramento's vision for safe neighborhoods, sustainable growth, and a vibrant, well-planned community.

The Director of Community Development provides strategic leadership and operational oversight of the Community Development Department. This role requires balancing economic growth and housing production with regulatory compliance, neighborhood protection, public safety, and fiscal stewardship, while delivering on City Council priorities and maintaining a strong customer-service orientation.

## Key Responsibilities Include:

- Providing executive leadership and oversight to five direct reports across Planning, Building, Fire Plan Check & Inspection, Environmental Services, Development Services, Code Compliance, and Animal Care.
- Establishing departmental priorities and ensuring alignment with City Council direction and Executive Team initiatives.
- Developing and administering the Department's operating budget; monitoring expenditures and identifying resource needs.
- Meeting regularly with senior staff to review projects, policies, workload demands, and performance metrics.
- Overseeing development review, permitting, and inspection services to ensure efficiency, compliance, and responsiveness.
- Advancing initiatives and other process-improvement efforts to expedite housing and development delivery.
- Addressing complex and sensitive issues related to code enforcement, homelessness response, and community concerns.
- Leading organizational development efforts, including succession planning, staff development, and culture-building.
- Representing the Department before the City Council, community groups, business leaders, and regional partners.
- Negotiating and resolving high-profile or controversial development, policy, and operational matters.
- Ensuring compliance with federal, state, and local laws, regulations, and mandates impacting community development functions.

# | the ideal candidate

**THE IDEAL CANDIDATE IS A VISIONARY AND PRINCIPLED COMMUNITY DEVELOPMENT LEADER** who can translate strategy into execution and consistently deliver measurable results in a complex, highly visible city environment. They bring expertise in planning, development services, building safety, and code compliance, with the ability to lead concept-to-completion initiatives that advance housing production, economic development, and neighborhood vitality. A skilled motivator, this leader builds cohesive, high-performing teams and fosters accountability, succession planning, and professional growth across a large and diverse organization. They effectively represent the Department and partner with the executive team, elected officials, business leaders, developers, and community stakeholders. The successful candidate demonstrates sound judgment and serves as a strategic problem-solver, proactively identifying and operationalizing opportunities for continuous improvement, while advancing growth and safeguarding equity, community infrastructure, and regulatory integrity. They exhibit a strong customer-service orientation, business awareness, and a clear sense of urgency, ensuring consistency with policy. Adaptable, fair, and forward-thinking, the Director applies innovative best practices, thinks comprehensively across immediate and long-term horizons, and confidently leads the Department while maintaining public trust and service excellence.



## The ideal candidate will also have the following core competencies...

### **Political Acumen & Relationship Building:**

Navigates complex political dynamics with sound judgment and professionalism, building credibility and trust with the City Council, City Manager, executive leadership, business leaders, and community stakeholders while advancing policy priorities and minimizing organizational risk.

**Communication:** Communicates complex planning, development, and regulatory matters clearly and confidently, ensuring transparency.

**External Public Awareness:** Demonstrates awareness of community sentiment, development trends, and the broader economic and regulatory environment, balancing growth, equity, and neighborhood protection in a highly visible capital city setting.

**Team Player:** Collaborates effectively across departments and with internal and external partners, fostering alignment, shared accountability, and coordinated service delivery within a large and diverse organization.

# EMPLOYMENT STANDARDS

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

**Education:** Bachelor's degree in planning, civil engineering, public administration or business administration, or a related field from an accredited college or university.

**Experience:** Minimum of eight (8) years of progressively responsible experience managing a broad range of municipal services including engineering/architectural design, traffic engineering, and/or street maintenance in a large public agency including a minimum of two (2) years at a management level comparable to Division Manager or higher.

## Substitution:

- Master's Degree in a related field may substitute for one year of the required supervisory experience.
- Additional qualifying experience may substitute for the required education on a year-for-year basis.

## SPECIAL REQUIREMENT

**Residency & Remote Work:** With supervisor approval, incumbents may be eligible for intermittent remote work; however, they must physically reside within the Sacramento region or have the ability to regularly report to a City of Sacramento physical worksite with little notice.

The City of Sacramento is committed to fostering a workplace that values diversity, equity, and inclusion. We actively seek to attract qualified candidates who reflect the community we serve and who bring diverse perspectives and experiences to public service. We believe a diverse workforce strengthens our organization and enhances our ability to serve our community effectively.

# UPCOMING PRIORITIES

**RAILYARDS INITIATIVE.** Sustain momentum on the **Railyards Specific Plan**, a large-scale, transit-oriented mixed-use infill development that will transform Sacramento's urban core and reinforce downtown as a regional destination. [CLICK LINK](#)

**STREAMLINE SACRAMENTO.** Advance **Streamline Sacramento**, a cross-departmental initiative designed to improve and expedite the building permit process from application through certificate of occupancy, supporting efficient housing and development delivery citywide. [CLICK LINK](#)

**CITY PLAN UPDATE & COMPREHENSIVE REZONING.** Lead updates to the City's planning framework and implement comprehensive rezoning efforts to support housing production, infill development, and sustainable growth citywide.

**ANIMAL CARE IMPROVEMENT PLAN.** Rethink and strengthen the City's animal care services, advancing improvement initiatives to enhance operational effectiveness, accountability, and community trust.

**INFILL DEVELOPMENT STRATEGY.** Promote strategic infill and redevelopment opportunities that maximize land use, support transit-oriented growth, and reinforce neighborhood vitality.

**ENHANCED CODE COMPLIANCE & NIGHT TEAM SUPPORT.** Expand and refine code enforcement strategies, including strengthened support for the Code Night Team and coordinated responses to encampments and neighborhood concerns.



## salary & benefits

This position will receive an annual salary of **\$153,584–\$241,896 DOE/DOQ**, **PLUS** an attractive benefits package that can be viewed here:

[BENEFITS INFORMATION](#)

[LABOR AGREEMENT TOTAL COMPENSATION MATRIX](#)

[UNIT 20 BENEFIT SUMMARY\\*](#)

\* Retirement benefits include participation in the California Public Employees' Retirement System (CalPERS) and Social Security. Contributions are made by both the City and the employee.



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## how to apply

For first consideration, apply by **APRIL 15** at:

[WBCP JOB BOARD](#)

### SECURE THE DATES.

Round one virtual interviews will take place on **MAY 8**. Finalists will move forward to round two and round three in-person interviews on **MAY 14** and **MAY 15**. *Selected candidates must be available for all dates.*

### QUESTIONS?

Please contact your recruiter, **Terri Maus-Nisich**, with any inquiries:

[terri@wbcpinc.com](mailto:terri@wbcpinc.com)

**541.664.0376** direct

**866.929.WBCP (9227)**

toll-free



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