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



COMMUNITY DEVELOPMENT DIRECTOR

CITY OF FORT BRAGG, CALIFORNIA

ANNUAL SALARY: \$113,068.80 – \$137,446.40 DOE/DOQ*

*A 5% COLA will be effective July 1, 2026.

THE CITY OF FORT BRAGG, CALIFORNIA, IS SEEKING A COLLABORATIVE AND INNOVATIVE COMMUNITY DEVELOPMENT DIRECTOR to lead its planning, housing, and development functions. Reporting to the City Manager, this position provides leadership over a diverse portfolio of community development activities, oversees four direct staff and an FY 2026 budget of \$830,758, and works closely with City staff, elected officials, advisory bodies, residents, and development partners to guide projects from concept through implementation. This is a transformational leadership opportunity to make a meaningful impact in a rural coastal community by advancing housing solutions, supporting thoughtful growth, and shaping the City's long-term vision. The ideal candidate is a hands-on, team-oriented leader who brings strong technical expertise, a solution-oriented and entrepreneurial mindset, and the ability to operate effectively in a fast-paced, highly visible public sector environment. *Lead thoughtful growth and shape a dynamic coastal community's future, apply today!*

THE COMMUNITY

FORT BRAGG, CALIFORNIA IS A SCENIC rural coastal community on the rugged Mendocino Coast, best known for its striking ocean views, redwood forests, and relaxed small-town charm. With a population of approximately 7,000 residents and covering just under three square miles, Fort Bragg's natural beauty and overall quality of life are especially appealing to those who enjoy a quieter, nature-focused way of life. The city is renowned for iconic attractions such as Glass Beach, the historic Skunk Train through towering redwoods, and the Mendocino Coast Botanical Gardens, along with abundant outdoor recreation including hiking, kayaking, fishing, whale watching, and beachcombing, making it ideal for individuals and families who value outdoor adventure and close-knit community living. Located along Highway 1, Fort Bragg sits directly on the Pacific Ocean and is about 170 miles north of San Francisco, offering true coastal living while remaining connected to Northern California's cultural and economic hubs. While historically rooted in the lumber and fishing industries, Fort Bragg's economy is driven by tourism, healthcare, education, and local services, serving as a regional center for the surrounding Mendocino Coast communities. Fort Bragg offers an exceptional quality of life in a beautiful coastal community, an ideal place to raise a family, advance career growth, or cap a distinguished professional journey.





THE DEPARTMENT

THE COMMUNITY DEVELOPMENT DEPARTMENT IS responsible for guiding the City’s physical, economic, and community development to support long-term sustainability and quality of life. The Department provides comprehensive services including long-range and current planning, permit processing, special project management, economic development support, and grant administration. Supported by a team of four staff and operating with an FY 2026 budget of \$830,758, the Department works closely with residents, businesses, and developers to facilitate development projects, housing initiatives, and business growth while ensuring compliance with local, state, and coastal regulations. It also plays a central role in implementing key community initiatives and engaging the public in shaping Fort Bragg’s future development and land use priorities.

[READ MORE](#)

See the Strategic Planning Report that outlines many of City’s community development initiatives.

[VIEW THE STRATEGIC PLANNING REPORT 2024–2028](#)



THE ORGANIZATION

THE CITY OF FORT BRAGG OPERATES under a Council-Manager form of government, with an elected five-member City Council responsible for setting policy and providing legislative direction, and an appointed City Manager overseeing daily operations and city services. The City is committed to team building, collaboration, and breaking down silos across departments. Supported by approximately 137 total employees and an FY 2026 budget of approximately \$14.3 million, the City delivers municipal services through professional departments and fosters an active, collaborative environment where public engagement, transparency, and community input play a meaningful role in shaping the City’s future. The incoming Community Development Director will work alongside a strategic City Manager and executive team who value implementation, collaboration, innovation, and community-building.

[LEARN MORE](#)

[SEE THE CITY’S MISSION, VISION, & CORE VALUES](#)





THE JOB

THE COMMUNITY DEVELOPMENT DIRECTOR IS RESPONSIBLE for overseeing the City's planning, building, housing, and economic development activities. Reporting to the City Manager, the Director guides complex land use and development initiatives, ensures regulatory compliance, and supports the City's long-term vision through thoughtful planning, collaboration, and public engagement. This hands-on, working Director balances day-to-day operations with high-level policy development and leadership, applying their expertise to help shape the future of the community.

Key Responsibilities Include:

- Oversee the City's core planning, housing, building, and development functions to ensure effective service delivery.
- Serve as the City's CEQA Environmental Coordinator and Zoning Administrator, overseeing environmental review, zoning administration, and regulatory compliance.
- Guide updates and administration of the City's General Plan, zoning ordinances, and related policy documents.
- Direct housing and community development initiatives, including compliance with state housing mandates, program implementation, development review, grant-funded projects, and pursuit of state and federal funding opportunities.
- Help modernize processes and improve service delivery with a mindset focused on innovation, continuous improvement and community enhancement.
- Administer the Department's budget and manage consultant contracts and service agreements.
- Provide strong, steady leadership to a young and developing staff, serving as coach, mentor, and working manager to four emerging professionals who need guidance and support.
- Prepare and present reports, recommendations, and agenda items to the City Manager, Planning Commission, and City Council.
- Work closely with residents, developers, advisory bodies, regional agencies, and other City departments on complex planning, housing, and development matters.
- Strengthen community trust by engaging residents through workshops, surveys, and proactive outreach.
- Support and collaborate on economic development initiatives, including business assistance and redevelopment efforts.
- Monitor and analyze state and federal legislation and regulatory changes impacting planning, housing, and community development, advising City leadership accordingly.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A COLLABORATIVE, FORWARD-THINKING PUBLIC SECTOR LEADER with a strong foundation in community development, planning, and housing within California's regulatory framework. They possess a thorough understanding of CEQA and are well-versed in California coastal land use and environmental law, with experience working with the California Coastal Commission and/or local planning agencies. Comfortable operating in a fast-paced and highly visible environment, the Community Development Director is a hands-on team player who leads by example, steps in where needed, and brings an innovative, entrepreneurial, and solutions-oriented approach to complex challenges. The successful candidate demonstrates the ability to effectively oversee, mentor, and develop staff; fosters a positive and accountable team culture; and builds productive, trust-based relationships with elected officials, commissions, residents, developers, and partner agencies. The ideal Director leads with a facilitator mindset, striving to advance projects through thoughtful, practical, and responsible solutions. They operate with transparency, responsiveness, and collaboration to build and fulfill the vision of the City Council and the community, while championing incentives and creative partnerships to expand housing production and stimulate responsible growth.

The ideal candidate will also have...

Drive & Energy: Demonstrates sustained motivation, resilience, and follow-through in a fast-paced, highly visible environment, proactively advancing complex planning, housing, and development initiatives while navigating competing priorities and challenges.

Technical Expertise: Possesses strong knowledge of CEQA, California coastal land use, and environmental regulations, applying sound professional judgment to guide planning decisions and complex development projects.

Political Acumen: Effectively navigates a complex political and regulatory landscape by building trust, communicating clearly, and balancing community interests, legal requirements, and organizational priorities.

High Standards: Maintains a strong commitment to quality, accountability, and ethical practice, ensuring work products, staff performance, and public-facing decisions reflect professionalism, accuracy, and consistency.



EMPLOYMENT STANDARDS

Education: Equivalent to graduation from an accredited college or university with a degree in or major study in Public Administration, Business or Business Administration, Planning, Urban Design, Economics or related field.

Experience: Five (5) years of experience in planning, community development, housing, redevelopment, economic development, urban design or related field, including four (4) years in a supervisory or leadership role.

UPCOMING PROJECTS + OPPORTUNITIES

- Navigate Coastal Commission coordination and Local Coastal Program amendments. Lead and advance multifaceted planning initiatives involving CEQA review, coastal permitting, and stakeholder coordination, balancing regulatory requirements, community input, and long-term land use objectives in a highly engaged public environment.
- Lead the rezoning and master planning of more than 300 acres of former mill site property along the Pacific Ocean, a once-in-a-generation coastal redevelopment opportunity.
- Help redefine Fort Bragg's economic future by transforming a former industrial site into a catalyst for housing, workforce development, open space, and economic diversification.
- Guide housing initiatives focused on increasing housing opportunities and compliance with state housing mandates, including project review, policy development, grant-funded programs, and collaboration with public and private partners to address local housing needs.



SALARY+BENEFITS

This position will receive an annual salary of **\$113,068.80–\$137,446.40 DOE/DOQ***,
*A 5% COLA will be effective July 1, 2026.

PLUS an attractive benefits package that includes:

Medical, Dental, & Vision Insurance

Available: The City provides 80% coverage for medical and dental; employees cover 20% each. The City provides 100% coverage for vision. Employees have the option of a Health Savings Account.

Retirement: The City participates in CalPERS.

- **Miscellaneous Classic:**
2% @55
- **PEPRA:** 2% @62

Life and AD&D Insurance: Up to \$150,000.

Optional Long-Term Disability

Available: The City covers up to 50%.

Voluntary Supplemental: Accident, dental, vision, and other coverages.

Additional Benefits: Pet Insurance, Access to the Calm App, Voluntary Prepaid Legal and Identity Theft Protection, Employee Assistance Program, C.V. Starr Employee Only Membership, and access to the City Hall breakroom that is currently being upgraded.

Executive Leave: 80 hours per year. The amount will be prorated based on start date.

Deferred Compensation Plan 457b Available

Holidays: 13 days per year, plus one floating holiday.

Vacation: Accrual rate based on years of service, starting at 3.39 hours per pay period from year 1 to year 3.

Sick Leave: 96 hours per year. There is no limit to the maximum sick leave accrual.

While this position is expected to be fully on-site, occasional flexible schedules are available as personal needs arise.



HOW to APPLY

For first consideration, apply by **APRIL 7** at:



SAVE THE DATES

Round one interviews will take place on **APRIL 23**. Finalists will move forward to round two interviews on **MAY 1**. *Selected candidates must be available for both in-person interview dates.*

QUESTIONS?

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

terri@wbcpsc.com

866.929.WBCP (9227) toll-free
541.664.0376 direct