



# ECONOMIC DEVELOPMENT DIRECTOR

City of Goodyear, AZ

A large, three-dimensional sign spelling "GOODYEAR" in white, block letters is the central focus. The sign is set on a low, light-colored concrete wall. In the foreground, there are vibrant red and white flowers, including tall white stalks and clusters of red flowers. In the background, a modern building with large windows and a palm tree are visible under a clear blue sky with some light clouds.

# The Community

Scenic mountain views, desert vistas, wide open spaces, golf courses, lakes, and parks have attracted nearly 123,000 residents who are among the most affluent and best educated in the state.

Located in the southwest portion of the greater Phoenix metropolitan area, Goodyear has emerged as a major hub for growth and development, capturing a significant share of the Valley's recent expansion. Recognized as one of the fastest-growing communities in the nation, Goodyear offers a dynamic, pro-growth environment driven by strategic development, strong economic momentum, and a commitment to thoughtfully managing rapid expansion.

With spectacular master-planned communities hosting country clubs, lakes, and golf courses; excellent schools and hospitals; a wide variety of dining and shopping opportunities; and an active outdoor lifestyle, Goodyear has been planned from the beginning with "unsurpassed quality" in mind.

A mere 20 minutes west of downtown Phoenix, Goodyear is nestled between the Estrella Mountains and the White Tank Mountains. Goodyear is a premier location for businesses of all types.



## Government

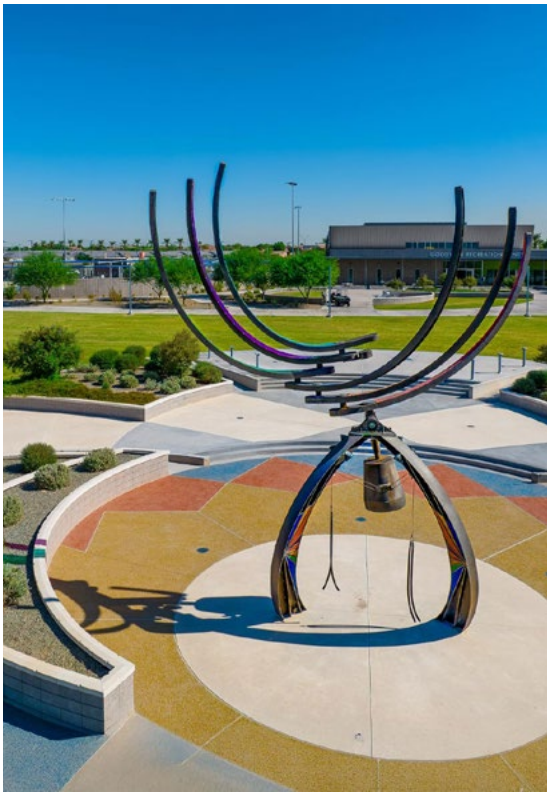
Goodyear operates under a Council-Manager form of government. The City Charter provides for six Councilmembers and a Mayor, all elected at large on a non-partisan ballot. The Mayor and Councilmembers serve four-year terms. The Mayor has a two-term limit, and Councilmembers have a three-term limit. Councilmembers serve staggered terms to ensure continuity.

As the local legislative body, the Goodyear City Council adopts ordinances and policies that direct the city government. They also appoint the city manager, city attorney, and municipal judge. All other employees are under the auspices of the City Manager who is responsible for the overall operation and supervision of the government functions within the policy directives of the Goodyear City Council.

The City of Goodyear is a full-service community with a staff of 1067 FTEs. The following functions are provided: police, fire, sanitation collection, water and sewer, streets/rights-of-way and parks maintenance, economic development, planning and zoning, engineering, courts, communications, parks and recreation, neighborhood services, city code compliance, and all administrative services. Goodyear Ballpark, constructed in 2009, is also operated by the city. The Ballpark is a 10,311-seat stadium which serves as the spring training home to the Cleveland Guardians and the Cincinnati Reds.

The city has a positive and supportive culture based on teamwork and a commitment to excellence in public service.





## The Position

The Economic Development Director serves as a key member of the City's executive leadership team, guiding the strategic vision, planning, and execution of initiatives that advance Goodyear's economic vitality and long-term prosperity. Reporting directly to the City Manager, this leader oversees a diverse portfolio that includes business attraction, business retention and expansion, redevelopment, tourism, innovation initiatives, data analytics, and marketing/communications, aligning these efforts into a cohesive strategy that strengthens the City's competitive position and enhances quality of life for residents.

This position plays a highly visible and influential role, serving as a trusted advisor to the City Manager, Mayor, and City Council on major economic initiatives, development opportunities, and public-private partnerships. The next Economic Development Director will lead complex negotiations, cultivate strategic relationships with regional and national partners, and champion forward-thinking initiatives that position Goodyear as a premier destination for investment, innovation, and sustainable growth.



## Essential Functions and Responsibilities

- Directs and oversees the City's economic development program, including establishing department goals, policies, priorities, and managing the department budget.
- Leads the development, negotiation, and execution of complex development agreements, incentive packages, public-private partnerships, and redevelopment contracts, working collaboratively with the Legal Department to ensure compliance and risk mitigation.
- Advises City Management, the Mayor, and City Council through briefings, presentations, and written reports on major economic development, redevelopment, tourism, and small business initiatives.
- Coordinates department activities and major projects with internal departments, external agencies, consultants, and private-sector partners, providing high-level support to the City Manager's Office.
- Develops and implements marketing, business attraction, retention, and expansion strategies that strengthen Goodyear's competitive position and support sustainable economic growth.
- Evaluates local, state, and national economic conditions and market trends to inform policy recommendations, program design, and long-term economic development strategies.
- Engages with community stakeholders, business leaders, and citizen groups to shape and execute short-and long-term economic development and tourism objectives.

# Education and Experience

Qualified applicants will have a bachelor's degree from an accredited college or university, in addition to seven or more years of experience in economic development or a related field. An AZED Pro or CEcd certification is highly preferred.

# The Ideal Candidate

The ideal candidate will be a visionary and politically astute economic development leader with a proven record of shaping high-impact strategies, cultivating meaningful partnerships, and delivering measurable economic results. They should bring deep experience in business recruitment, redevelopment, incentive negotiations, and organizational leadership, along with the executive presence to confidently engage elected officials, developers, business leaders, and community stakeholders on complex and often high-profile initiatives.

Goodyear will benefit most from a leader who combines strategic thinking with practical execution; someone who can see the big picture while also navigating the details required to bring projects to life. The successful candidate should be collaborative, innovative, and relationship-driven, with strong financial and market acumen, exceptional communication skills, and the ability to build consensus across diverse interests. A passion for community-building, an entrepreneurial mindset, and a demonstrated ability to position communities for long-term economic success will set candidates apart.

# Salary

The City of Goodyear is offering a salary range between \$145,163–\$215,496, commensurate with experience, and a comprehensive benefits package. Relocation assistance will be available for the successful out-of-area candidate.



# Benefits Summary

- Retirement: The City participates in the Arizona State Retirement System (ASRS) and Social Security.
- Medical, Dental, and Vision Plans Available
- 457 Deferred Compensation Plans and Roth IRAs Available
- 401 Deferred Compensation Plan with/City Matching Contribution
- Access to Goodyear Wellness Center (advanced primary care services through onsite clinic)
- Retiree Healthcare Program
- Retirement Health Savings
- Life Insurance, Accidental Death and Dismemberment (AD&D), Additional Supplemental Life, and Business Travel / Commuter Travel Insurance
- Short- and Long-Term Disability

## Leave Benefits

- Sick Leave – 12 days per year
- Vacation Leave – 14 days per year
- Holidays – 11 paid holidays per year, including one floating holiday
- 24 hours of flexible holiday time (prorated)
- Alternative Benefit for Directors in-lieu of Car Allowance, Leave, etc.
- Bereavement, Parental, and Military

## Additional Benefits

- Employee Assistance Program
- Health Savings Account
- Flexible Spending Accounts
- Safety & Wellbeing Programs
  - Identity Protection
  - Legal Assistance
- Pet Care Insurance
- Tuition Assistance: Up to \$5,250 annually. Relocation assistance will be available for the successful out-of-area candidate.



# How To Apply

Interested applicants should forward a cover letter and resume to:

[resumes@affionpublic.com](mailto:resumes@affionpublic.com)

Reference: GAZEDD

Affion Public  
PO Box 794  
Hershey, PA 17033  
717-214-4922  
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