



*Planning and Development Services Director*  
**CITY OF BOISE, IDAHO**





## VISION

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CREATING A CITY FOR  
*everyone*

## MISSION

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The City of Boise will create **a city for everyone** by embracing our community in the decision-making process; innovating and investing to **protect our environment**; and ensuring a thriving **local economy** that benefits all.

## VALUES

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THERE'S *nothing*  
WE CAN'T DO BETTER.

*One city, one team*  
FOR THE GREATEST GOOD.

*Community* EXPERIENCE  
WITH 'WOW'.



BOISE  
CITY OF TREES





## *Planning and Development Services Director*

A fantastic opportunity awaits you to lead this multi-disciplinary department focused on the nexus of urban planning, housing, transportation, climate and equity to connect people to their community. Do you inspire those around you to look for innovative and creative solutions? Are you a visionary about modern cities?

As the Planning and Development Services Director, you will lead a talented department in anticipating and planning for the opportunities and needs which accompany a rapidly growing and emerging Western city.

Planning and Development Services is made up of more than 100 team members in five divisions that include current and long-term urban planning, building, housing/community development and operations/administration. The department's combined budget is \$21M for FY2022.

The PDS Director will partner with departments across the organization using a systems approach by integrating people, process and technology, and leveraging the highest value opportunities.

The city is unique: the streets are managed by an independent, countywide highway district. The Director will need to collaborate successfully with this agency, a valley-wide transit authority, and an independent urban-renewal agency. The director will also engage and partner in cooperative working relationships with diverse constituency groups such as neighborhood associations, professional trade organizations, the public, local businesses, inter-governmental agencies, news media, elected officials, and others.

### **IDEAL CANDIDATE**

The ideal candidate will have municipal experience in urban planning, urban renewal land use, development, inspections, housing, building regulations, comprehensive planning, and community development, in addition to knowledge of planning and development principles and practices, code administration, and ordinance development/enforcement. The ideal candidate should have experience working in a fast-paced environment and dealing with the complex issues related to a growing community.

The ideal candidate should be a forward-thinking leader with a genuine interest in community engagement. This individual must be politically astute with proven experience in building and maintaining a broad spectrum of partnerships both internally and with the community to ensure that a common vision is enacted and supported.

The ideal candidate must have the capacity and interest to be an effective mentor and leader for staff. Strong collaboration and team building skills will be necessary for this individual; advanced public presentation skills, written and oral communication skills are imperative.



## *IMAGINE YOURSELF IN BOISE, IDAHO*

- + Boise offers easy access to both urban and rural living, one of many reasons it is consistently ranked one of the best places to live in the nation for the past decade.
- + Boise boasts safe streets and neighborhoods, thriving local arts and culture, recreational opportunities, low crime, and a slower pace of living.
- + Residents pride themselves on core values of kindness and generosity, and it shows in the level of civic engagement, high rates of volunteerism and non-profit donations.
- + Highlights for families and recreationalists are hundreds of acres of parks and open space preserves, some knitted together by the Boise River Greenbelt, with even more to discover tucked away in neighborhoods across the city.
- + Boise is home to the famous [Anne Frank Human Rights Memorial](#), the only human rights memorial in the U.S. The complex and educational park is located on the Greenbelt pathway next to the downtown Boise Public Library.
- + In 2019, the City of Boise became a welcoming city by Welcoming America, reflecting the city's long-standing work to help immigrants and refugees become members of the community. There are more than 92 languages spoken by students in Boise schools.
- + To learn more about what makes Boise the not-so-secret gem of the west, take a peek at some of these resources:
  - Boise Economic Partnership Regional Overview
  - Boise Convention and Visitors Bureau
  - Boise Metro Chamber
  - Boise is Waiting
- + The City of Boise has a strong mayor-council form of government. The Mayor works full-time, managing the operations of the city and providing policy direction and leadership to the City Council. The six-member City Council has budget and policy-setting authority for the city, each working part-time for a four-year term. Operating on a 2021 budget of \$450M, the City of Boise has a highly engaged workforce of over 1,800 employees.



*Starting annual salary* \$145K-\$175K + Benefits  
TOP TALENT DESERVES TOP NOTCH BENEFITS.



## Healthcare

- + Zero premium medical coverage for your whole family
- + Low cost dental and vision plans
- + Pre-tax flex spending account



## Retirement

- + PERSI retirement
- + 401(k) / 457b + employer match
- + Post-employment health savings plan



## Paid Leave

- 14 hours vacation / month
- 8 hours sick leave / month
- 11 holidays / year
- 6 weeks parental leave



## Other fringes and optional benefits

- + Free local bus pass
- + AFLAC
- + Corporate discount programs



## Life and LTD

- + Paid life insurance and long-term disability plans



## Wellbeing Program

- + Up to \$500 cash per year for optional participation
- + Alternative transportation incentives
- + Employee assistance program




## Relocation + moving expenses


# BOISE



**CAPITAL CITY,  
THE HEART OF THE GEM STATE**

**4 SEASONS**  
FOR ALL TYPES OF  
**RECREATION**

JULY HIGH TEMP OF  
 **90° + 234**  
**SUNNY DAYS**  
(AVERAGE)

JANUARY LOW TEMP OF  
 **32° + 11.7"**  
**RAINFALL**  
(AVERAGE)



**232,000+**  
BOISE RESIDENTS

**COMFORTABLE +  
SAFE ENVIRONMENT**



**200+** MILES OF  
**FOOTHILLS TRAILS**  
WITHIN MINUTES OF BOISE

## **HOME FOR EVERYONE**

Keep our neighborhoods people-scaled and people-friendly, knowing that strong neighborhoods need housing at every price point.

## **OPPORTUNITY FOR EVERYONE**

Invest to build an economy that uplifts everybody in our community, with family wage jobs and access to opportunities, support homegrown innovation and invest in education, housing, transportation, climate innovation, and arts and culture knowing that each of these contribute to a strong, inclusive economy.

## **CLEAN CITY FOR EVERYONE**

Protect our clean air and clean water, improve parks, open spaces and pathways that unite neighborhoods and connect us. Create opportunity through the transition to a clean energy economy.

## **MOVEMENT FOR EVERYONE**

Make it easier to bus, bike and walk, because our residents must be able to connect to opportunities when and where they exist and invest in creative approaches to move our residents from their homes to work and everywhere in between.



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# HOW TO APPLY

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Interested applicants should forward a cover letter and resume to:

**resumes@affionpublic.com**

**REFERENCE: BOISEPDS**

Affion Public

PO Box 794

Hershey, PA 17033

888.321.4922

[www.affionpublic.com](http://www.affionpublic.com)

The City of Boise welcomes all applicants for employment without regard to race, color, creed, national origin or ancestry, citizenship status, religion, sex, sexual orientation, gender identity/expression, age, marital status, or physical or mental disability, or any other basis protected by law and provides reasonable accommodation to individuals with disabilities in accordance with applicable laws.

It is the intent of the City to keep the names of applicants and candidates confidential. This recruitment incorporates existing rules and regulations that govern public sector recruitments in the state of Idaho. In accordance with public disclosure/open record laws, names of candidates determined to be finalists shall be released publicly prior to final interviews.



@City\_of\_Boise



Facebook.com/BoiseCity



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City of Boise