



City of Talent

Community Development Director/City Planner

Job Announcement

City of Talent is searching for an energetic, talented Community Development Director/City Planner. The ideal candidate will welcome the opportunity to work on both current- and long-range planning projects in a small but forward-thinking City in southern Oregon. This is an opportunity for an experienced planner to join the City management team and lead a department that includes planning, building, and municipal code compliance.

Current/active projects include completing adoption of recommendations from the Highway 99 Re-Visioning project; completing the steps necessary to comply with Climate Friendly and Equitable Communities rules; adoption of a recently completed Buildable Lands Inventory; and release of an RFQ for a public-private partnership development of a prime 4-acre site adjacent to downtown. The City anticipates initiating an urban growth boundary amendment in 2026.

The City of Talent has made tremendous progress in rebuilding from the 2020 Almeda fire, particularly residentially--allowing the City to regain its pre-fire population level (approximately 6,400). Significant opportunities for commercial redevelopment of downtown remain. The City, in cooperation with several partners, is pursuing an economic development strategy centered around arts & culture, leveraging local assets such as Talent Maker City, Camelot Theatre, and the Oregon Shakespeare Festival's Production Facility.

THE POSITION

This position carries out current- and long-range planning activities and plans, directs, oversees, and administers the activities of the Community Development Department, including planning, building, and code compliance services.

In addition to direct participation in Type 1 through Type 4 land use reviews, an employee in this classification is responsible for identifying short- and long-term community development needs, performing related tasks, and directing staff on accomplishing department goals. Work involves contact with the public and requires excellent customer service. An employee in this position is expected to work independently and seek direction from the appropriate authority when needed.

MINIMUM QUALIFICATIONS

- ✓ Bachelor's degree from an accredited college or university with major course work in planning, public administration, or a related field.
- ✓ A minimum three years' responsible experience in urban planning.
- ✓ Must have a thorough knowledge of land use, urban design principles, and planning laws, regulations, practices and procedures; knowledge of word processing software, spreadsheets, database management practices and GIS applications.
- ✓ OR- Any satisfactory equivalent combination of education and experience which demonstrates the knowledge, skills and ability to perform the above-described duties will be considered.

DESIRABLE EDUCATION/EXPERIENCE/SKILLS/ATTRIBUTES

- ✓ Master's degree from an accredited college or university with major course work in planning, public administration, or a related field.
- ✓ Five years of experience in municipal or regional planning under the Oregon State Land Use Planning System.
- ✓ AICP Certification
- ✓ Floodplain manager certification.

Special consideration will be given for those who help our team better connect with our community, who bring skill sets that enable us to better engage with our community, and have a track record of service to our communities and/or country.

SPECIAL REQUIREMENTS

- ✓ Must be bondable
- ✓ Must successfully complete screening examinations, tests, background checks, and drug screen.
- ✓ Must possess valid Oregon Driver License and meet insurance qualifications.

SALARY

The successful candidate will be placed in the salary range based on experience and qualifications.

Starting Salary: \$85,000-\$100,000 DOE/DOQ

Terms: Full time, 40 hrs/wk, Exempt

APPLICATION PROCESS

To apply, please email a **cover letter** describing how your experience prepares you to succeed in this role, a **current resume**, and a **completed Employment Application** to HumanResources@RVCOG.org

This position will remain open until filled. Interested applicants are encouraged to apply as soon as possible as the position will be filled when a suitable candidate is identified. Initial review of applications will take place on September 8, 2025.

WORKPLACE ACCOMMODATIONS NOTICE

The City of Talent is an equal opportunity employer and does not discriminate on the basis of race, religion, color, gender, age, national origin, disability, veteran status, sexual orientation, gender expression, or any other classification protected by law.