



CHIEF ECONOMIC DEVELOPMENT OFFICER

City of **Palm Springs**, California

Recruitment Services Provided By





The Opportunity

Palm Springs has long been one of the world's premier visitor destinations. Now, the City is focused on building the next chapter of its economy – one that leverages its globally recognized brand while expanding opportunity through business investment, redevelopment, innovation, and year-round economic vitality. As the Chief Economic Development Officer (CEDO), this is an exceptional opportunity to be a strategic, collaborative leader implementing an ambitious vision and helping shape the future of one of California's most iconic communities.

About Palm Springs

Nestled at the base of the San Jacinto Mountains, the City of Palm Springs is known for its crystal-blue skies, year-round sunshine, stunning landscape, and starry nights. Palm Springs' rich history and gorgeous weather make it an ideal place to live and a preferred destination for travelers from all over the world. The City maintains the charm of a small town while offering the amenities of an urban center. Palm Springs lies on the western edge of the Coachella Valley approximately 107 miles east of Los Angeles. The City is within the ecological area known as the Colorado Desert and encompasses 96 square miles with well-established neighborhoods. The permanent population is approximately 50,000 and has as many as 2 million visitors annually. The City is known for valuing the diversity of its people and neighborhoods, celebrating a population that includes active senior citizens and LGBTQ+ communities. Residents of Palm Springs have access to shopping, galleries, restaurants, parks, recreational facilities, hiking trails, bike routes, and horseback riding as well as the scenic Palm Springs Aerial Tramway up Mt. San Jacinto. As the City enjoys 350 days of sunshine per year, Palm Springs' community has year-round enjoyment of the outdoors. Palm Springs is also host to many parades, festivals, and the famed Palm Springs International Film Festival and Modernism Week. Residents of Palm Springs find that the City is an ideal community to call home.



City Government

Incorporated in 1938, the City of Palm Springs is a full-service charter city that operates under the Council-Manager form of government. The political leadership of five Council Members elected to four-year overlapping terms is combined with the daily leadership of the City Manager. The City's FY 2024/2025 General Fund budget is \$162 million, and all-funds budget is \$186.5 million. Palm Springs' services are provided through 660.50 FTE dedicated employees who are proud to work for the community and take pride in providing exceptional customer service to residents and visitors alike.



The Office of Economic Department

Palm Springs aims to build an economic ecosystem that blends its legacy as a world-class tourism destination with emerging opportunities in technology, sustainability, and the creative sectors. By developing climate-resilient infrastructure, cultivating year-round economic activity, and promoting a business-friendly environment, Palm Springs will transform into a diverse, export-oriented economy where established local industries thrive alongside innovative clusters with global reach. This balanced approach will enhance the city's distinctive character while creating equitable opportunities and increased quality of life for residents of all ages, sustainable prosperity for businesses, and superlative experiences for visitors during both peak and off-peak seasons.

Supporting this work are the Chief Economic Development Officer and a Business District Administrator. An Economic Development Strategic Plan was recently completed to guide the work of the Office. Core functions and services include:

- **Convention Center and Hotel:** Overall strategic implementation of the master plan, oversee contract operator, identification of possible convention center hotel operators, and other aspects of the convention center.
- **General Hospitality/Tourism:** Support and grow Palm Springs' hospitality and tourism economy through strategic partnerships, business development, and investment attraction.
- **General Development Assistance:** Serve as the City's primary point of contact for development opportunities, facilitating investment, coordinating cross-departmental

review, supporting strategic development projects, and fostering relationships with the development community.

- **Business Retention, Expansion and Attraction:** Support existing businesses, attract new investment, and promote business growth by serving as the City's primary business liaison and connecting businesses with resources, incentives, and development opportunities.
- **Business District Administration:** Support and strengthen Palm Springs' business districts through district development, business engagement, marketing initiatives, and programs that promote local commerce and economic vitality.
- **Incentive Program Management and Oversight:** Develop, administer, and oversee economic development incentive programs that encourage private investment, business expansion, property reinvestment, and community revitalization.
- **Commission/Subcommittee Staffing:** Provide administrative and operational support to the City's economic development commissions and subcommittees, including meeting coordination, agenda preparation, and public meeting compliance.
- **Administrative:** Departmental strategic planning, budget administration, policy development, program implementation, legislative analysis, and grant identification to advance the City's economic development priorities.





The Position

Reporting directly to the City Manager, the Chief Economic Development Officer provides strategic leadership for Palm Springs' economic development, redevelopment, and business development efforts. The CEDO leads the City's Office of Economic Development and works to strengthen economic vitality by capitalizing on existing assets, supporting the business community, attracting investment, and advancing development and redevelopment opportunities. Serving as a key advisor to the City Manager, Mayor, City Council, and other City leaders, the CEDO builds productive partnerships with business owners, developers, public agencies, and community stakeholders to advance the City's economic priorities. Key responsibilities include:

Economic Development Strategy: Develops and implements comprehensive economic development strategies, policies, and priorities that leverage Palm Springs' existing assets, respond to business needs, attract investment, and identify new opportunities for sustainable economic vitality.

Department Leadership & Strategy: Leads the Office of Economic Development, establishing strategic goals, priorities, staffing levels, work plans, and service delivery approaches while aligning resources with the City's broader objectives and strategic plan.

Business Development & Retention: Builds relationships with existing and prospective businesses, identifies business needs and opportunities, supports business attraction and retention, and helps businesses and investors navigate opportunities within the City.

Redevelopment & Investment: Leads redevelopment and community development initiatives, works with property owners and developers to encourage investment and property enhancement, and advances projects that contribute to the City's economic and physical vitality.

Development Agreements & Complex Negotiations: Leads complex negotiations with developers, business owners, public agencies, consultants, and other partners; oversees contracts and development agreements; and monitors third-party performance to ensure fiscal accountability and desired results.

Executive Advisory Leadership: Provides strategic counsel and actionable recommendations to the City Manager, Mayor, City Council, and other City leaders on economic development, redevelopment, business, and investment matters.

Citywide Representation & Partnerships: Represents the Office of Economic Development before elected officials, boards and commissions, other City departments, outside agencies, and community partners while building productive relationships across the public and private sectors.

Financial & Program Stewardship: Oversees the department's budget, financial forecasting, expenditures, contracts, and public programs while ensuring resources are deployed effectively and in support of strategic priorities.

Community Engagement & Issue Resolution: Navigates sensitive, complex, and highly visible issues; communicates and defends City programs and policies; and works constructively with residents, businesses, stakeholders, and partner organizations to resolve concerns and advance shared objectives.

People Leadership & Organizational Development: Builds and develops a high-performing team through effective supervision, coaching, accountability, professional development, and continuous improvement of organizational systems and service delivery.





Ideal Candidate

The ideal candidate for the Chief Economic Development Officer in the City of Palm Springs will be a sophisticated economic development professional who can effectively serve as both a trusted advisor to the City Manager, as well as a capable executive who can work toward established goals. The following attributes are keys to success:

Deliberate Execution: With an [Economic Development Strategic Framework](#) already approved, the Chief Economic Development Officer will have the opportunity to engage with the consultant and the City Manager to create an Economic Development Strategic Plan and execute it. Success will rely on the faithful execution of the plan and keeping others focused on the same.

Communications and Savviness: With a very engaged and educated community, expectations are high for abundant communications and responsiveness. It will be important for the next Chief Economic Development Officer to both manage expectations and represent the City with professionalism and discretion.

Adaptability: The next Chief Economic Development Officer must have the adaptability to work effectively with small local business owners, large corporations, and everything in between – adapting style and approach to find success in each situation.

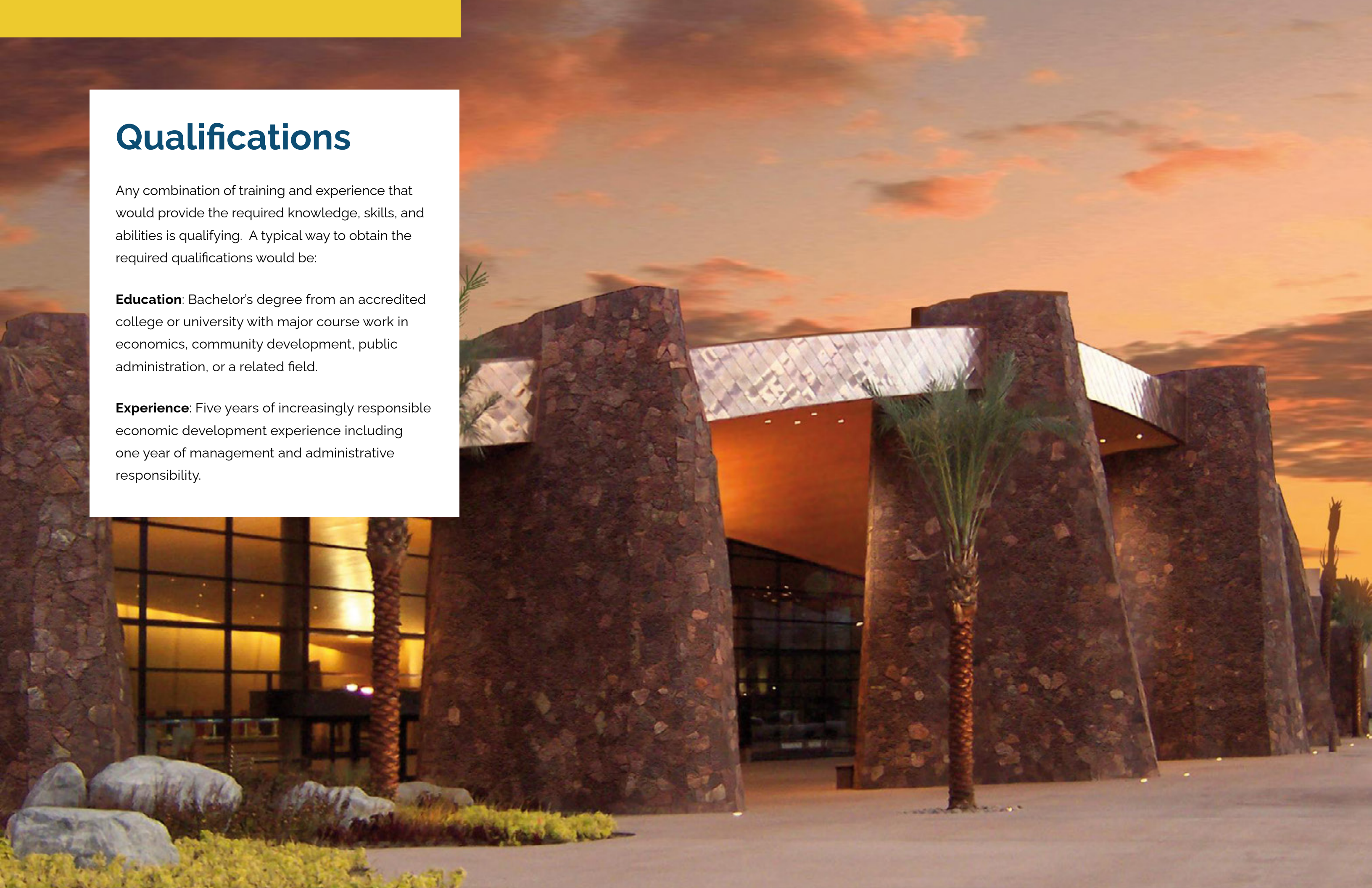
Teamwork and Collaboration: The selected candidate needs the humility and desire to serve broader teams to achieve overall organizational and project goals. The position serves on an ongoing basis on the City Manager's executive team, as well as in key projects such as the City's [\\$135 million convention center renovation and expansion](#).

Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Bachelor's degree from an accredited college or university with major course work in economics, community development, public administration, or a related field.

Experience: Five years of increasingly responsible economic development experience including one year of management and administrative responsibility.





Salary & Benefits

The hiring range for the Chief Economic Development Officer is **\$140,364 - \$188,580** dependent on qualifications. In addition, an excellent executive benefit package is outlined below. Key benefits include:

Retirement: Retirement is provided through CalPERS. Classic CalPERS members are eligible for the 2% @ 60 formula with an employee contribution of 7%, while PEPRAs members are eligible for the 2% @ 62 formula with an employee contribution of 8.75%.

Work Schedule: Four 10-hour days, working Monday-Thursday; must be willing and able to work various hours that may include early mornings, evenings, Fridays, weekends, and holidays.

Educational Premium: An additional 5% premium for possession of a qualified Master's or Professional Certification.

Medical, Dental and Vision Insurance: The City provides a flexible-benefit dollar amount to be used on plans and services that best fit the employee's needs. A range of healthcare options are available for medical, dental, and vision coverage. Current rates can be viewed [here](#).

Leave: The City provides paid leave at the following accrual rates -

- Annual Leave accrual begins at 16 hours per month and increases after five years of service.
- 13 observed holidays per calendar year.
- Executive Admin Leave is 40 hours per year.

Other Insurance: The City provides \$50,000 of term life insurance, as well as long-term disability insurance.

Relocation: A negotiable relocation incentive may be available for the selected candidate.

Application & Selection Process

Interested candidates should apply no later than **Monday, August 24, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

The City of Palm Springs is an equal employment opportunity employer, and we encourage all persons to file applications. Applicants will be considered regardless of race, color, creed, national origin, citizenship, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, family or marital status, disability, medical condition or pregnancy, genetic information, religious or political affiliation, or veteran status.

Recruitment Services Provided By



www.mosaicpublic.com

Photos courtesy of the City of Palm Springs and Visit Greater Palm Springs, visitgreaterpalm Springs.com

