



**DIRECTOR OF COMMUNITY
DEVELOPMENT**
City of **Glendale, CA**

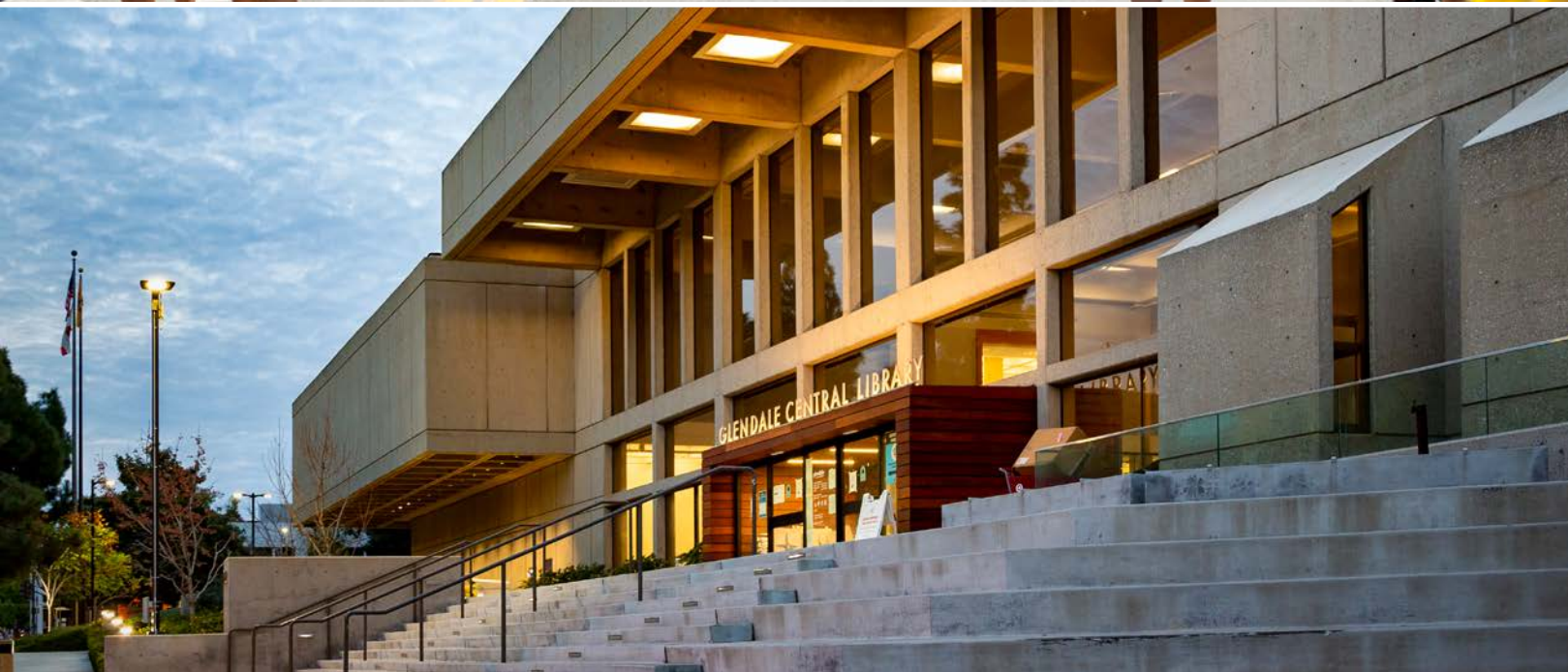
Recruitment Services Provided By



The Opportunity

The City of Glendale is seeking an accomplished and collaborative leader to serve as its next Director of Community Development – an opportunity to help shape the future of a dynamic city with a strong identity, engaged community, and ambitious vision. This highly visible executive role comes at a pivotal time, with a comprehensive General Plan update underway and a steady pace of development activity. Reporting to the City Manager and serving as a key member of the executive team, the Director will oversee a broad and integrated portfolio spanning development services (planning and building & safety), housing, economic development, and neighborhood services, while leading a talented team and advancing organizational alignment, operational excellence, and high-quality public service. Glendale's central location in Southern California, combined with its civic pride and tradition of safety and stability, creates a unique environment for impactful leadership, where an engaged community brings diverse perspectives on issues such as land use, mobility, sustainability, and development. The successful candidate will be someone who embraces that engagement – facilitating constructive dialogue, building consensus, and translating ideas into clear, forward-looking outcomes.





About Glendale

The City of Glendale was incorporated on February 16, 1906, and spans about 30.6 square miles with a current population of approximately 200,000. Glendale is proud of its big city amenities complemented by its small-town feel. Given the City's consistent ranking as one of the 10 safest cities in the country, its popularity as an excellent place to live, work, and explore is no surprise.

The City is conveniently located near major freeways, providing easy access to business, recreational, and other locations throughout Southern California. Glendale also offers its own bus service, the Beeline, with 13 routes connecting customers to the City of Burbank, Jet Propulsion Laboratory, and the Metrolink Stations in Glendale and Burbank. Glendale is one of Southern California's leading office markets featuring a wide range of properties and amenities. The City has over six million square feet of office space and is home to such recognized companies as Walt Disney Imagineering, DreamWorks, Public Storage, and LegalZoom.

Adding to its convenient locale, the City is also part-owner of the Hollywood Burbank Airport. With several major airlines in service, the airport offers direct flights to major hubs across the country and the Pacific Rim. In 2016, voters overwhelmingly approved Measure B which supports the construction of a new 355,000-square-foot replacement terminal with 14 passenger gates and other promising modernization efforts. It is the only airport in the greater Los Angeles area with a direct rail connection to downtown Los Angeles.

With three outstanding hospitals, Glendale is also known for its exemplary medical care. The community is known for its superb public educational system, with students consistently outscoring the local, state, and national averages. Glendale Community College, one of California's largest two-year colleges, enjoys a state-wide reputation for excellence. Notable four-year colleges and universities are also within a short distance from city limits including CalTech, Occidental College, and ArtCenter College of Design.

City Government

Glendale is a charter city governed by a City Council/ City Manager form of government. Five Councilmembers are elected at-large and serve 4-year staggered terms. Each year, the Council selects one member to serve as Mayor. Other elected officials include the City Clerk and City Treasurer, while the City Council appoints the City Manager and City Attorney. Glendale is a full-service municipality with its own Police, Fire, and Water & Power Departments. The FY 2025-2026 adopted budget totals \$1.2 billion across all funds, and the General Fund budget is \$352.5 million.

Click [here](#) to learn more about the City of Glendale.





The Department

The Community Development Department consists of six divisions: Administration, Development Services, Long Range Planning, Economic Development, Housing, and Neighborhood Services. Each division plays a critical role in supporting the City's growth, quality of life, and long-term vision.

Administration oversees the department's budget, financial operations, and human resources functions. It manages grants and audits, supports strategic planning, provides cashing services, and oversees the dissolution of the former Redevelopment Agency. The division also supports the historic Alex Theatre and houses the Communications team, which leads community outreach efforts.

Development Services integrates planning and building and safety functions into a unified team that streamlines permitting and development review. The division reviews and approves construction projects, conducts inspections, processes permits, enforces state and local codes, and maintains property records. It also administers development-related fees, supports multiple boards and commissions, and advances high-quality design and historic preservation through policy development and project review.

Long Range Planning guides the City's future development through preparation and updates of the General and Specific Plans, and zoning code. The division processes entitlement applications and ensures compliance with regulatory requirements. It also incorporates mobility planning, promoting a safe, efficient, and inclusive transportation system that supports walking, bicycling, transit, and vehicle travel.

Economic Development leads business attraction, retention, and expansion efforts while managing the City's real estate assets. The division partners with the City Council to advance economic priorities, stimulate job growth, and support development activity. It also works across departments to improve internal processes and enhance the City's business-friendly environment.

Housing develops and preserves affordable housing opportunities and administers key funding programs, including Section 8 vouchers, HOME, and local housing funds. It provides resources to tenants and landlords, partners with developers and nonprofit organizations, and leads the City's affordable housing initiatives. The division also includes Homeless Services and supports the Housing Authority.

Neighborhood Services ensures compliance with the Glendale Municipal Code through education and enforcement. The division addresses property maintenance and housing standards, issues business registration certificates, investigates violations, and coordinates graffiti removal to maintain community quality and safety.

The Position

Reporting directly to the City Manager, the Director of Community Development serves as a key member of the City's executive leadership team, responsible for planning, directing, managing, and coordinating the full range of programs and services within the Community Development Department. The Director provides strategic leadership, ensures regulatory compliance, advances community priorities, and supports multiple Council-appointed boards and commissions.

Key responsibilities include:

- Provide visionary leadership and strategic direction for all Community Development functions, aligning departmental initiatives with City Council goals and community priorities.
- Direct, plan, and oversee operations across planning, building and safety, neighborhood services, economic development, and housing programs.
- Guide long-range planning efforts, including land use, mobility, urban design, and historic preservation initiatives.
- Oversee development services, including permitting, inspections, and code compliance, ensuring efficiency, transparency, and customer-focused delivery.
- Lead housing and homeless services strategies, advancing programs that address affordability and community needs.

- Partner with stakeholders, developers, residents, and regional agencies to foster economic development and community investment.
- Advise the City Manager and City Council on policy matters, development trends, and regulatory issues impacting the community.
- Provide staff support and strategic guidance to Council-appointed commissions and committees.
- Ensure compliance with federal, state, and local laws, regulations, and professional standards.
- Promote operational excellence through continuous evaluation of programs, policies, and service delivery methods.
- Develop and manage departmental budgets, ensuring fiscal responsibility and alignment with City priorities.
- Recruit, develop, and lead a high-performing team, fostering a culture of accountability, collaboration, and innovation.





Challenges & Opportunities

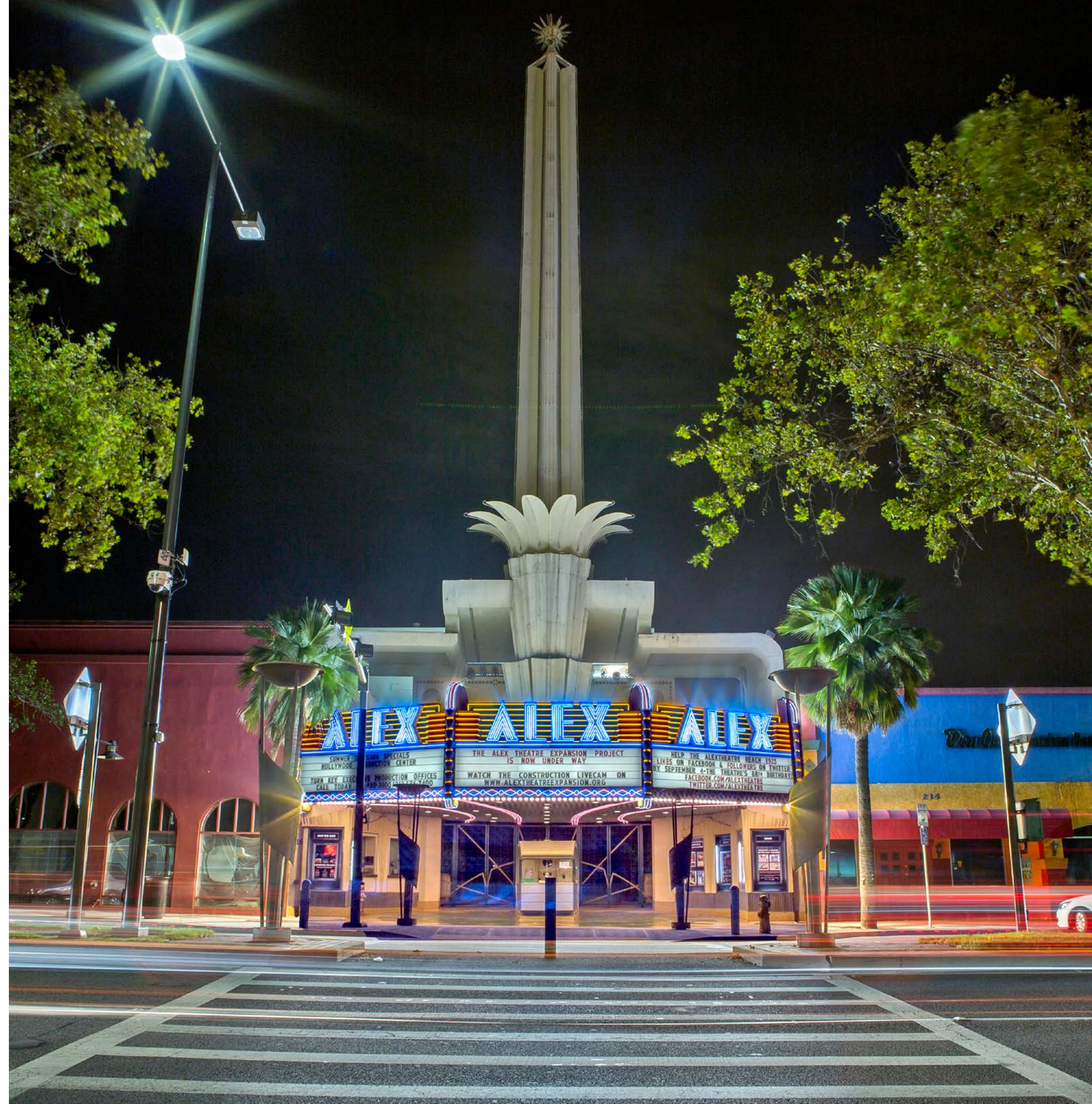
The next Director of Community Development for the City of Glendale will guide one of the City's most visible and multifaceted departments, with a robust portfolio of initiatives already underway. Key priorities and opportunities include:

- The City's General Plan update is actively progressing, offering the Director an opportunity to help shape a long-term vision through meaningful community engagement and thoughtful incorporation of public input.
- This role provides a platform to deepen connections across the Glendale community, fostering strong relationships, enhancing transparency, and building lasting trust.
- Internally, the department is well-positioned to benefit from a collaborative leader who can align teams around a shared vision, strengthen communication, and cultivate a cohesive, high-performing culture.
- Like many communities, Glendale continues to explore ways to enhance the development review and permitting experience. The Director will play a key role in advancing process improvements, leveraging technology, and partnering with stakeholders to increase efficiency and service quality. The City has an appetite for incorporating innovative technologies and solutions.
- Glendale's engaged community and leadership bring a range of perspectives on evolving urban planning topics such as mobility, sustainability, and infrastructure. This role offers the opportunity to facilitate thoughtful dialogue, navigate complex issues, and help guide balanced, forward-looking outcomes.

Ideal Candidate

The ideal candidate for the position of Director of Community Development for City of Glendale will bring a combination of leadership qualities and professional experience that position them for success in this highly visible role:

- An effective and approachable communicator who values openness and clarity and can engage confidently with a wide range of audiences, including City Council, community members, executive leadership, and staff.
- A people-centered leader who is committed to supporting and developing staff, fostering an environment where individuals feel valued, ideas are welcomed, and diverse perspectives contribute to better outcomes.
- A collaborative executive who thrives as part of a team-oriented leadership group, contributing thoughtfully and constructively to shared organizational goals.
- A forward-looking professional who stays attuned to emerging trends, best practices, and innovations in planning and development, and can thoughtfully apply them to enhance the City's effectiveness and long-term success.





Qualifications

A combination of education and experience that demonstrates the necessary knowledge, skills, and abilities will be considered qualifying for this position. The following is a typical way to qualify:

Education: Bachelor's degree in City or Urban Planning, Architecture, Engineering, Economics, Public or Business Administration or a related field is required. A Master's degree in a related field is highly desirable.

Experience: Ten years of comprehensive management-level experience in one or more of the following areas: municipal planning, community development, economic development, redevelopment, building and safety, or housing. This experience must include two years as a department or section head over a complex organization.

Salary & Benefits

The City of Glendale provides a competitive compensation and benefits package. The salary for this role is **up to \$253,943**, with specific placement within this range dependent on qualifications and experience. Effective July 1, 2026, a 4.0% cost-of-living adjustment (COLA) will be applied to the base salary. Key elements of the City's benefits program include:

CalPERS Retirement: 2.0% @ 55 for Classic PERS member employees. 2.0% @ 62 for new PERS members (PEPRA). The employee pays the entire PERS employee contribution of 7% ("classic" members with 2.0% @ 55 formula) or 7.5% (PEPRA members with 2.0% @ 62 formula), plus 1.75% of the employer's contribution (1.25% for PEPRA). Effective July 1, 2026, PEPRA members will contribute 1% of the employer's contribution. Level 4 Survivor benefits.

Insurance:

- **Medical** - The City offers medical coverage through Anthem Blue Cross (PPO) as well as Anthem California Care (HMO) and Kaiser Permanente plans. Executives on the PPO plan are eligible for the Executive Medical Reimbursement Plan (EMRP), which provides reimbursement for eligible medical expenses up to an annual maximum of \$10,000.
- **Dental** - Three different dental plans are available.
- **Vision** - The City provides the Vision Service Plan (VSP) for employees and their eligible dependents at no cost to the employee.
- **Long-Term Disability** - City provided; replaces 66.67% of monthly income up to a \$15,000 monthly maximum less deductible income.
- **Term Life** - City provided term life insurance equal to 133% of annual base salary, up to a maximum of \$500,000.

Leave:

- **Vacation** - Accrual rate based on years of service ranging from 6.667 hours per month to 13.33 hours per month. Credit for previous years of service may be considered. Vacation cashout up to 160 hours per year.
- **Holidays** - 124 hours per year as a combination of paid holidays and floating holiday leave.
- **Executive Leave** - 100 hours per year.
- **Sick Leave** - 96 hours per year.

Deferred Compensation: Voluntary 457 deferred compensation and 401(a) defined contribution plans available.

9/80 Work Schedule: Effective July 1, 2026, the 9/80 schedule features Fridays alternating between a day off and a remote-work day.

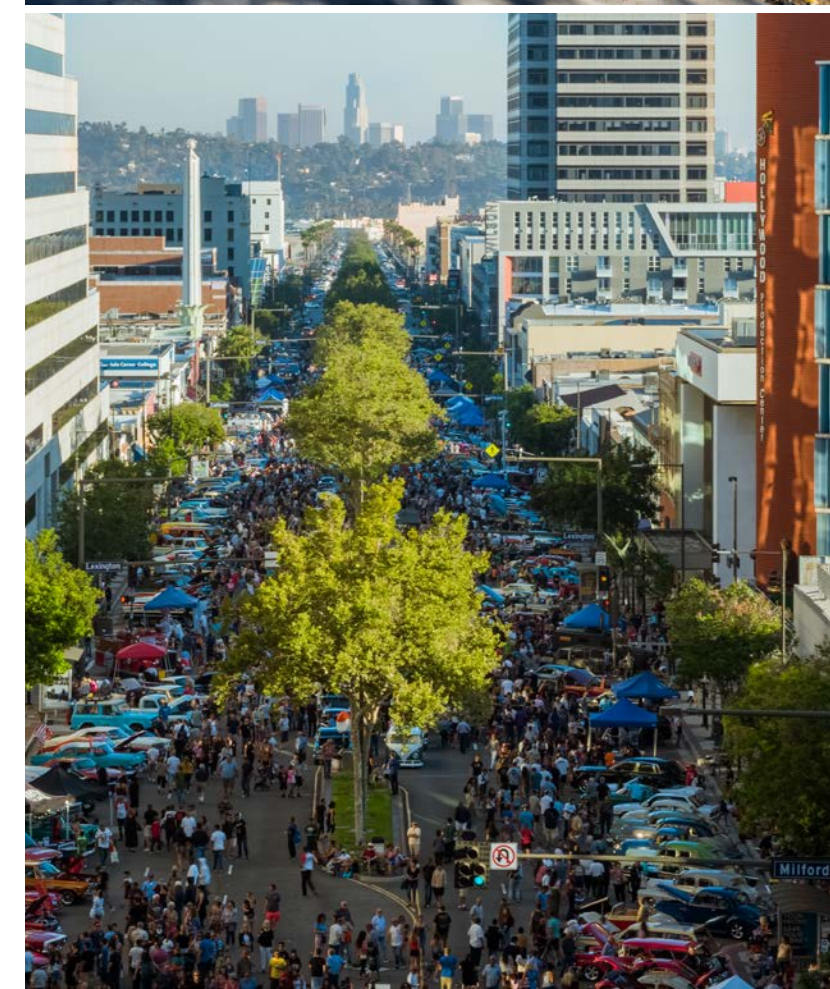
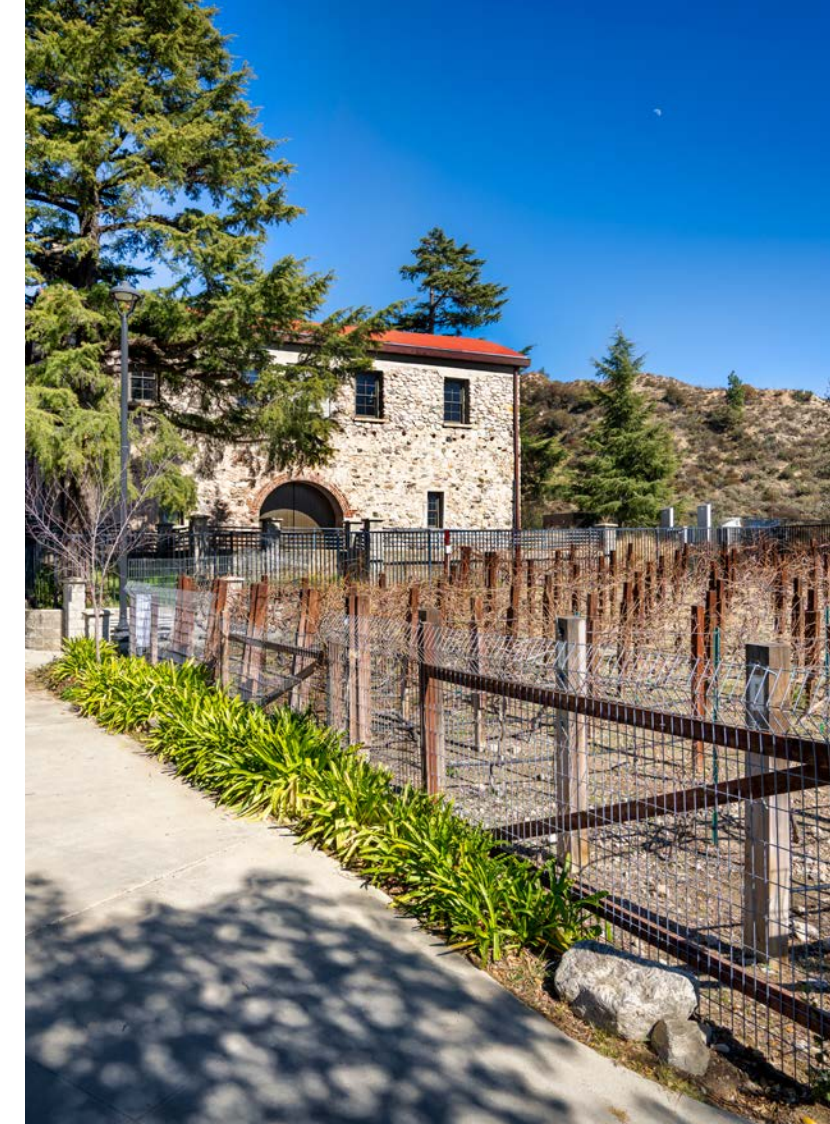
Auto Allowance: \$490 monthly.

Cell Phone Stipend: \$100 monthly.

Physical Fitness/Professional Development Plan: \$450 per year.

Relocation Expenses: The City is willing to provide a negotiated amount of relocation expenses to the selected candidate.

Additional Benefits: Retiree health savings plan (RHSP) after 5 years of full-time service, Employee Assistance Program (EAP), Flexible Spending Account (FSA), 6 weeks of paid bonding leave, and tuition reimbursement.





Application & Selection Process

Interested candidates must submit a cover letter and résumé online no later than **Monday, June 8, 2026**, 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 Glendale is an equal opportunity employer and is committed to creating a work environment in which all individuals are treated with respect and professionalism.

Recruitment Services Provided By



www.mosaicpublic.com