ARAPAHOE COUNTY

DIRECTOR OF PLANNING AND DEVELOPMENT

Arapahoe County, CO

Recruitment Services Provided By

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The Opportunity

Arapahoe County Colorado seeks a highly accomplished, strategic, and collaborative executive to serve as its Director of Planning and Development. This position provides executive leadership for a multidisciplinary department responsible for development coordination, comprehensive and long-range planning, land-use regulation, zoning administration and enforcement, building permitting, inspections, development review, and code enforcement. The Director will play a significant role in shaping the County's future while ensuring that development-related services are delivered efficiently, consistently, transparently, and in accordance with applicable legal and regulatory requirements.

About Arapahoe County

Located in the heart of the Denver metropolitan region, Arapahoe County is one of Colorado's most dynamic and diverse counties. Home to thriving businesses, vibrant neighborhoods, top-tier healthcare, and abundant recreational opportunities. Arapahoe County offers an exceptional quality of life for residents, entrepreneurs, and visitors alike.

Arapahoe County sits at the center of Colorado's economic engine, providing easy access to downtown Denver, major transportation corridors, and regional destinations. The county includes a mix of urban, suburban, and rural communities, creating opportunities for businesses and families at every stage of growth.

From the vibrant urban energy of Aurora to the family-friendly neighborhoods of Centennial, Littleton, and Englewood, Arapahoe County offers a wide range of communities that reflect Colorado's entrepreneurial spirit and welcoming culture.

Residents enjoy hundreds of miles of trails, scenic open spaces, golf courses, and recreational facilities. Whether exploring the natural beauty of Cherry Creek State Park or enjoying community parks and local events, outdoor adventure is always close to home.

Arapahoe County is dedicated to delivering high-quality public services, supporting public safety, promoting economic development, and fostering a transparent and responsive government. County leaders work collaboratively with residents, businesses, and community organizations to address today's challenges while planning for tomorrow's opportunities.

COLORADO'S FIRST COUNTY, WHERE GOOD THINGS GROW.









County Government

The seat of Arapahoe County is in Littleton, where many county administrative offices are located. Arapahoe County is a constitutional subdivision of the State of Colorado. Unlike cities, it can exercise only those powers granted by the state constitution and state law. The county's governing body is the five-member Arapahoe County Board of County Commissioners.

Commissioners are elected from five districts and serve four-year terms. The board functions as the county's legislative, governing, and administrative authority. The County operates with an $819 million dollar budget, overseen by 2,755 dedicated employees. Explore the 2026 Arapahoe County budget here.

The Department

The Arapahoe County Planning and Development Department is a multidisciplinary organization comprised of 55 professional and technical staff members dedicated to guiding responsible growth, land use, and community development throughout the county. The department is led by a Director and organized through a leadership team of five direct reports who oversee the department's major functional areas, ensuring effective coordination of planning, development review, building and infrastructure services, code compliance, and customer engagement.

Operating with an annual budget of approximately $8.2 million, the department manages a broad portfolio of responsibilities that support both current residents and future growth. These responsibilities include long-range planning, implementation of the county's comprehensive vision, development review and permitting, building inspections, zoning administration, and collaboration with residents, developers, business owners, and community partners. Through these efforts, the department plays a critical role in balancing economic development, environmental stewardship, infrastructure needs, and the preservation of community character.

All departmental divisions are centrally located within Arapahoe County's primary administrative government center, creating operational efficiencies, and facilitating collaboration among staff, elected officials, other county departments, and the public. This centralized location enhances customer service by providing residents, developers, and stakeholders with convenient access to county planning, permitting, and development resources.

As one of the county's key public-facing departments, Planning and Development serves as a trusted partner in shaping the built environment, supporting strategic growth initiatives, ensuring regulatory compliance, and advancing the county's long-term goals for sustainable and resilient communities.

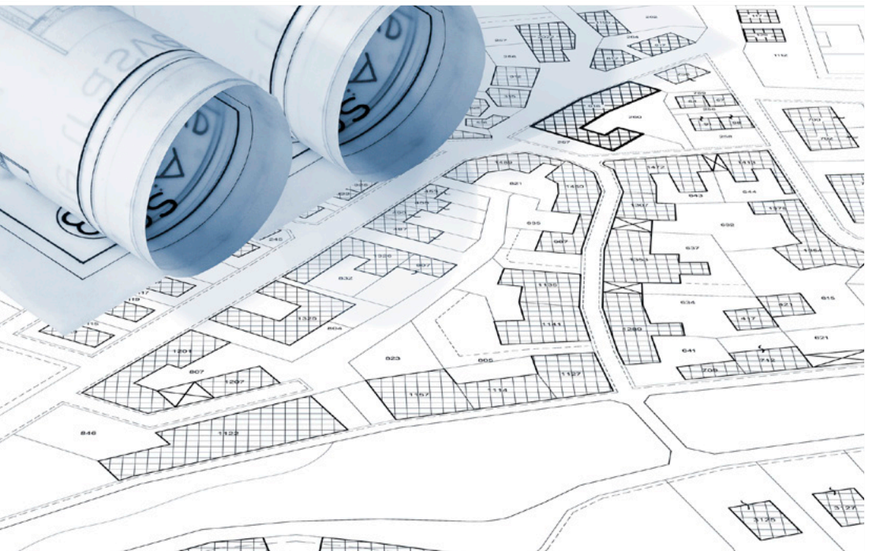
$8.2M
Budget

55FTE
Employees









The Position

The successful candidate must combine substantial planning and development expertise with proven executive leadership, operational management, organizational improvement, and the ability to navigate a complex public-sector environment.

Arapahoe County is not simply seeking an accomplished technical professional. The County seeks an executive who can lead a complex organization, exercise sound judgment, develop high-performing teams, and build effective relationships with elected officials. Communication and collaboration are key as the position reports directly to the Board of County Commissioners and coordinates service delivery with many stakeholders in the community and on the executive team. The new Director will deliver measurable improvements in departmental performance including:

- Provide executive oversight of the Development Services Department by directing departmental operations, establishing priorities, coordinating services, and ensuring alignment with the County's policies, strategic goals, and adopted plans.
- Lead and develop department staff by establishing clear expectations, supporting professional development, promoting collaboration, and fostering a service-oriented, inclusive, and accountable work environment.
- Development Process Improvement by improving workflows, timelines, cross-department coordination, and customer support and satisfaction. Keep County leadership informed of significant development trends and issues.
- Oversee zoning and land-use programs by administering the County's zoning and building code and regulations, comprehensive plan, development standards, and related ordinances. Fairly, consistently, and transparently interpret land-use policy and oversee episodic updates to land-use policy and code based on county needs and regulatory reforms.
- Direct permitting and development review services by overseeing application intake, plan review, inspections, approvals, and related processes; improve timeliness and predictability; and coordinate with applicants, consultants, and other County departments.
- Guide growth management and community planning by managing long-range planning initiatives, evaluating development trends and impacts, supporting infrastructure coordination, and recommending policies that promote orderly, sustainable growth.
- Engage the public and community stakeholders by facilitating public meetings, outreach programs, workshops, and hearings; communicating complex planning and development issues clearly; and incorporating public input into recommendations and programs.
- Coordinate interdepartmental and intergovernmental initiatives by collaborating with elected officials, County leadership, municipalities, regional agencies, utilities, transportation authorities, and other partners on development-related matters.
- Ensure regulatory compliance and risk management by overseeing adherence to applicable laws, regulations, adopted plans, and professional standards; coordinating with the County Attorney's Office; and addressing appeals, disputes, and enforcement matters as appropriate.
- Develop and administer the departmental budget by preparing annual operating and capital budgets, monitoring expenditures and revenues, allocating resources effectively, and identifying opportunities to improve efficiency and service delivery.

The Ideal Candidate

The ideal candidate will be a proven executive with a demonstrated record of successfully leading a complex planning, development services, community development, or comparable regulatory organization.

This individual will bring:

- Broad knowledge of planning, land use, zoning, permitting, building inspection, code enforcement, and development-related regulatory functions.
- Experience managing multidisciplinary departments with significant operational, financial, and personnel responsibilities.
- Demonstrated success improving development-review processes, service delivery, organizational efficiency, and customer responsiveness.
- The ability to provide clear, balanced, and technically sound advice to elected officials on complex and potentially controversial matters.
- Strong strategic thinking and an understanding of the relationships among growth, infrastructure, housing, transportation, economic development, and community expectations.
- The ability to build productive relationships across departmental and organizational boundaries.
- A demonstrated commitment to developing managers, strengthening accountability, and creating a high-performing organizational culture.
- The professional confidence and emotional maturity to lead effectively in an environment involving competing priorities, public scrutiny, and uncertainty.
- Experience in Colorado land-use and development law, county government, complex development-review systems, and organizational transformation.



Qualifications

The following are both the minimum and preferred qualifications for the position of Planning and Development Director. Equivalent combinations of education and work experience that satisfy the requirements of the position may be considered.

Education: Bachelor's degree in planning, public administration, business administration, or related field. A master's degree is preferred.

Experience: Ten (10) or more years of relevant progressive experience demonstrating leadership in planning and development. Five (5) or more years of supervisory or management experience.





Salary & Benefits

The hiring range for the Planning and Development Director is dependent on qualifications and experience. Anticipated ranges are listed below:

- **2027 Range:** Min $172,981 | Mid $224,943 | Max $276,904
- **2027 Anticipated Hiring Rate:** $202,449 DOQ

Arapahoe County offers a comprehensive and flexible benefits program designed to support employees' well-being and meet the diverse needs of individuals and their families. Reflecting the County's commitment to fostering a healthy, supported, and engaged workforce, benefits include but are not limited to:

- Medical, Dental, and Vision Insurance
- Flexible Spending Accounts
- Medical Gap plans
- Life and AD&D Insurance
- Disability Insurance
- Retirement Plans
- Paid Vacation, Sick and Holidays



Application & Selection Process

Interested candidates must submit a compelling letter of interest and comprehensive résumé by **Monday, December 28, 2026,** at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Ms. Julie Baca, Senior Consultant | julie@mosaicpublic.com | (970) 209-0404

The County of Arapahoe is an Equal Opportunity Employer. employer.

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