



EXECUTIVE DIRECTOR

CAPITAL CITY DEVELOPMENT CORPORATION - BOISE, ID

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The Opportunity

The Capital City Development Corporation (CCDC) stands at a defining moment in Boise's evolution. Over the past several decades, CCDC has played a transformative role in shaping Downtown Boise and surrounding urban districts through strategic redevelopment, placemaking, infrastructure investment, and public-private partnership. Today, as Boise continues to experience rapid growth and increasing national attention, the organization faces both significant opportunity and meaningful transition. The next Executive Director will have the rare opportunity to help define CCDC's next chapter – guiding the agency through an evolving urban renewal landscape while helping shape the future of one of the most vibrant and livable capital cities in the West.

About Boise

Boise is one of the fastest growing and most dynamic capital cities in the Intermountain West, recognized for its exceptional quality of life, resilient economy, and strong culture of partnership. Home to an active downtown, distinct neighborhoods, and immediate access to the Boise Foothills and Boise River Greenbelt, Boise offers an unmatched balance of urban energy, natural beauty, and community connection. The city is known for entrepreneurship, innovation, and a growing business sector, while maintaining a welcoming character and strong sense of place that continues to attract residents, visitors, and investment.

Boise is also a community committed to thoughtful growth and shared prosperity. Through strategic public-private partnerships, infrastructure investment, placemaking, and neighborhood revitalization, the city continues to expand opportunity while preserving the qualities that make it unique. From housing and mobility to economic development and public spaces, Boise approaches growth with an emphasis on long-term value, livability, and creating places where people can live, work, gather, and thrive.



Capital City Development Corporation

The Capital City Development Corporation serves as Boise's urban renewal and redevelopment agency, leading strategic investments that help shape the city's economic vitality, urban character, and long-term growth. Established in 1965 by the City of Boise as the Boise Redevelopment Agency, CCDC today functions as a public redevelopment organization focused on catalyzing high-quality private development through infrastructure investment, economic development initiatives, urban design, and placemaking. The agency works in partnership with the City of Boise, private developers, business leaders, and community stakeholders to advance projects that strengthen Boise's downtown and neighborhood districts while enhancing the city's overall quality of life.

CCDC is governed by a nine-member Board of Commissioners appointed by the Mayor and confirmed by the Boise City Council. The agency operates with a FY26 budget of approximately \$50.1 million and employs a staff of 19 professionals organized across five divisions, each led by a Director. Together, the organization manages a broad portfolio of redevelopment, infrastructure, parking, mobility, and economic development initiatives that support one of the fastest-growing metropolitan areas in the Mountain West.

The agency is responsible for preparing and implementing master plans within Boise's designated urban renewal districts, where it leverages public investment to stimulate private-sector development and community

revitalization. CCDC's work has included construction and management of parking facilities, transportation and streetscape improvements, public plazas, utility relocation and undergrounding, public building partnerships, public art investments, and historic preservation efforts. In addition, the agency owns and manages six parking garages totaling approximately 3,395 spaces that support Boise's downtown core and urban districts.

CCDC's strategic priorities are centered on economic development, infrastructure investment, mobility, placemaking, and special projects that respond to emerging revitalization opportunities. The organization is committed to cultivating resilient local economies, expanding transportation and mobility choices, promoting sustainable building and green infrastructure, creating vibrant public spaces, and supporting projects that enhance Boise's cultural identity and livability. Through these efforts, CCDC has played a central role in transforming Boise into a dynamic, accessible, and economically competitive city while positioning the community for continued sustainable growth.

For additional information about CCDC, please visit ccdcb Boise.com.

\$ 50.1M
All Funds Budget

19FTE
Employees





The Position

The Executive Director of CCDC serves as the Chief Executive Officer of the agency, reporting directly to the Board of Commissioners and leading the organization's strategic, operational, financial, and community development activities. This position offers a unique opportunity to provide strong leadership to shape the future of Boise through urban redevelopment, economic development, infrastructure investment, and placemaking initiatives that support Boise.

The Executive Director provides leadership to a staff of 19 employees across five divisions, each led by a Director, and oversees an FY2026 operating budget of approximately \$50.1 million. The Executive Director serves as the public face of the agency, building productive relationships with elected officials, developers, business leaders, neighborhood stakeholders, regional partners, and the broader community while ensuring alignment with the agency's mission and long-term vision.

CCDC's next Executive Director will be a collaborative and politically astute leader with strong strategic planning, organizational management, and stakeholder engagement skills. The successful candidate will demonstrate the ability to balance long-term redevelopment goals with practical execution, foster a culture of accountability and innovation, and guide complex public-private initiatives that enhance Boise's economic vitality, mobility, infrastructure, and quality of life. Key areas of responsibility include:

Leadership & Organizational Management: Provide strategic leadership and operational oversight for all agency activities, including redevelopment, planning, parking operations, financial management, infrastructure investment, and organizational administration. Foster a collaborative, accountable, and mission-driven culture across the organization while supporting and developing division leadership and staff.

The Position

Board Relations & Strategic Vision: Serve as the principal advisor to the Board of Commissioners and implement agency priorities in alignment with Board policy and adopted urban renewal plans. Help establish long-term organizational goals, evaluate agency performance, and guide strategic initiatives that advance Boise's redevelopment and economic development objectives.

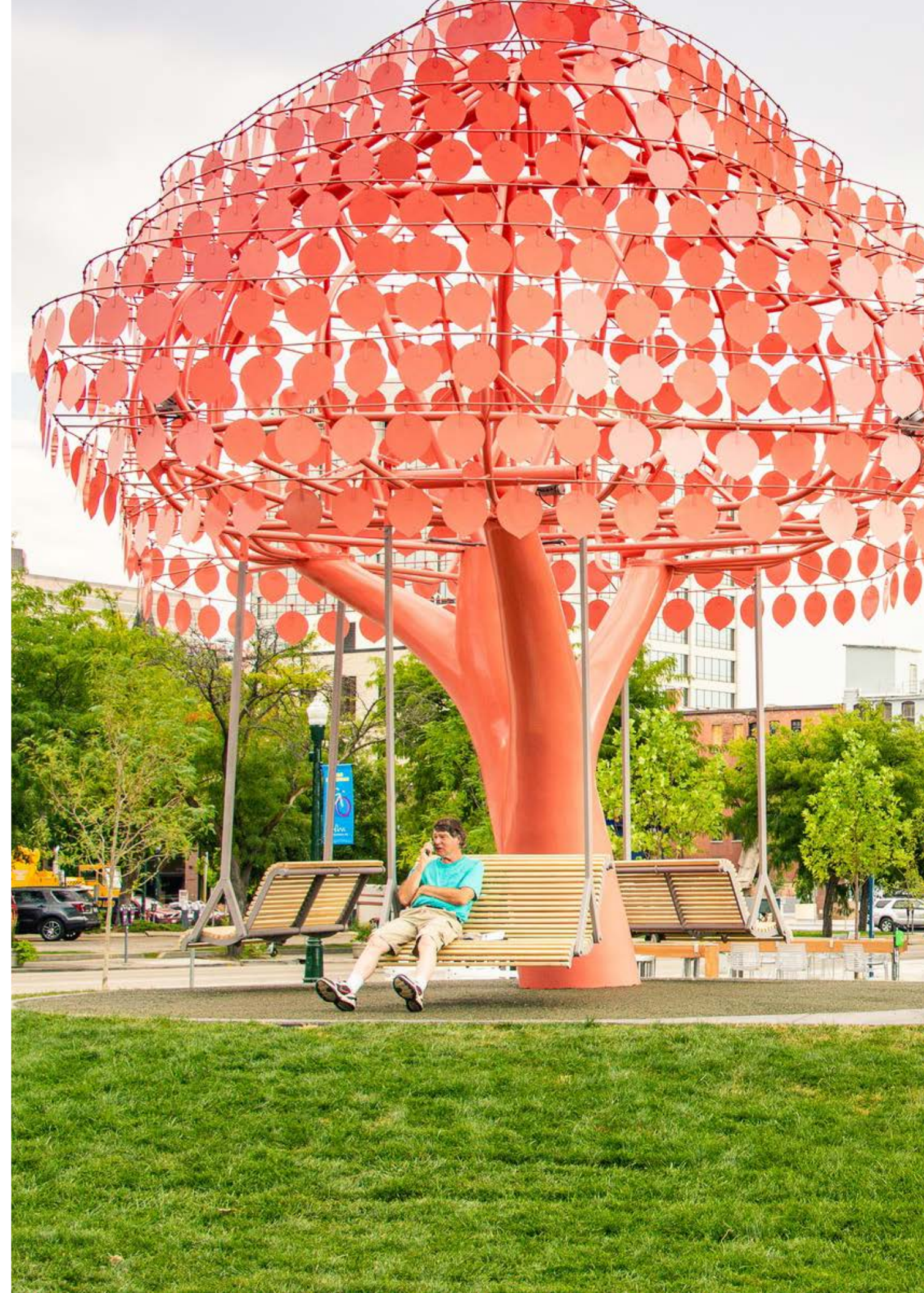
Economic Development & Redevelopment Leadership: Lead complex redevelopment initiatives and public-private partnerships that catalyze investment, strengthen commercial districts, support housing and infrastructure improvements, and enhance Boise's urban environment. Oversee implementation of projects that include streetscape improvements, structured parking, public amenities, mobility enhancements, public art, and catalytic redevelopment opportunities.

External Relations & Community Engagement: Represent CCDC with elected officials, regional agencies, business and neighborhood organizations, developers, the media, and the public. Build and maintain strong working relationships across diverse stakeholder groups and serve as an effective ambassador for the agency and its mission throughout the community and region.

Financial Stewardship & Capital Planning: Direct the agency's financial planning, budgeting, investments, and capital project oversight. Ensure responsible stewardship of public resources, including tax increment financing (TIF), parking revenues, grants, and redevelopment investments. Monitor organizational performance and maintain accountability for project execution, fiscal sustainability, and long-term financial planning.

Policy, Governance & Intergovernmental Coordination: Navigate a complex public-sector environment involving urban renewal law, land use policy, economic development initiatives, and regional collaboration. Work effectively with the City of Boise, public agencies, and community partners to negotiate agreements, advance redevelopment strategies, and address emerging policy and infrastructure challenges.

Team Development & Organizational Culture: Recruit, mentor, and retain high-performing staff while promoting professional development, innovation, accountability, and cross-functional collaboration. Establish clear priorities and performance expectations while fostering an organizational culture grounded in integrity, responsiveness, and public service.





Ideal Candidate

CCDC's next Executive Director will be a collaborative, forward-thinking leader who can guide the organization through a pivotal period of transition and opportunity. A visible and relationship-oriented executive is sought, who can provide strategic direction, strengthen partnerships, empower staff, and position CCDC for long-term success within an evolving political, financial, and redevelopment environment.

- **Strategic and visionary leadership:** The ideal candidate will think creatively and proactively about Boise's future, helping position CCDC for long-term success within the realities of Idaho's changing urban renewal landscape. This leader will combine vision with execution, balancing innovation, redevelopment opportunities, housing, infrastructure, and financial sustainability.
- **Political acumen and collaborative partnership-building:** Success in this role will require a politically savvy and emotionally intelligent leader who can navigate complex public-sector dynamics and build trusted relationships across the community and state. The successful candidate will be a transparent and approachable communicator who works effectively with elected officials, developers, business leaders, regional agencies, and community stakeholders.
- **Organizational and people leadership:** CCDC is widely regarded as a talented and high-performing organization. The next Executive Director will be an empowering, accessible, and supportive leader who values collaboration, invests in professional development, and fosters a culture grounded in accountability, communication, and teamwork. Also, key is engaging both staff and Board members as active strategic partners.
- **Business and redevelopment expertise:** The ideal candidate will bring strong business and financial acumen, including experience with redevelopment, economic development, public-private partnerships, and complex deal-making. Experience in urban redevelopment, planning, real estate, infrastructure, or public finance will be valuable, although there is an openness to candidates from broader executive leadership backgrounds who demonstrate strong strategic instincts and adaptability in a public environment.
- **Visible and community-centered leadership:** Critically important is an Executive Director who is engaged, outward-facing, and invested in Boise's future. The successful candidate will serve as a visible ambassador for CCDC, building trust through integrity, transparency, collaboration, and a genuine commitment to strengthening Boise's long-term vitality and quality of life.

Challenges & Opportunities

CCDC stands at a pivotal moment in its evolution. After decades of helping shape Downtown Boise and surrounding districts, the agency now faces the sunset of two major urban renewal districts, a tenuous legislative environment surrounding tax increment financing, and the continued growth of one of the fastest-growing cities in the West. The next Executive Director will help position CCDC for its next era of impact while maintaining the organization's strong reputation for redevelopment and placemaking leadership.

- **Repositioning for the future of urban renewal:** As legacy districts mature and close, CCDC must redefine its long-term strategy within the realities of shorter-duration urban renewal districts and with scrutiny of TIF at the state level. The next Executive Director will help identify future redevelopment opportunities, strengthen financial sustainability, and explore innovative tools and partnerships that support long-term community investment.
- **Managing growth while preserving quality of place:** Boise's rapid growth creates both opportunity and pressure related to housing, mobility, infrastructure, and public space. Stakeholders emphasized the importance of maintaining the vibrancy, accessibility, and character that have made downtown Boise successful while pursuing thoughtful, forward-looking redevelopment strategies that support long-term economic vitality.
- **Driving catalytic and innovative redevelopment:** CCDC has played a central role in advancing high-quality streetscapes, public spaces, and redevelopment projects throughout Boise. Looking ahead, the organization has an opportunity to expand its focus toward catalytic projects involving housing, transit-oriented development, public amenities, and transformative mixed-use development that create lasting community value.
- **Strengthening partnerships and organizational leadership:** A deeper collaboration is sought with public agencies, developers, business leaders, and community partners. Internally, CCDC is viewed as a talented and mission-driven organization with an opportunity for more visible leadership, stronger strategic alignment, and increased engagement. The next Executive Director will be expected to foster a culture grounded in collaboration, accountability, transparency, and innovation while serving as an active and trusted regional partner.





Education & Experience

Any combination of education and experience that is likely to provide the required knowledge, skills, and abilities is qualifying. The following is a typical way to qualify:

Education: A Bachelor's degree in Government, Management, Public Administration, or similar subject is required. A Master's degree is preferred.

Experience: At least five years of progressively responsible leadership experience managing public organizations, including oversight of professional staff.

Salary & Benefits

The starting salary for the Executive Director is **+/- \$200,000**, depending upon qualifications and experience. In addition, CCDC offers an outstanding executive benefits package that includes:

Retirement: Public Employees Retirement System of Idaho (PERSI) is provided with an employee contribution rate of 7.18% and an employer contribution of 11.96%. Additionally, the CCDC matches contributions up to 5% in an optional 401(k) PERSI Choice plan. A 457(b) plan is also available.

Health Benefits: CCDC provides comprehensive medical, dental, and vision insurance to eligible employees and their dependents with no employee participation and low deductibles.

Leave: Generous leave amounts are provided, including personal leave, sick leave, parental leave, and paid holidays.

Additional Benefits: CCDC offers a number of additional benefits, including paid parking, tuition reimbursement, life insurance, and disability insurance.



Application & Selection Process

Interested and qualified candidates are encouraged to apply online by **Monday, June 22, 2026**, at:

www.mosaicpublic.com/careers

This is a confidential selection process. 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 Capital City Development Corporation is an Equal Opportunity

Mosaic Public Partners and the Capital City Development Corporation are committed to conducting a professional and confidential recruitment process to the extent permitted under Idaho public records laws. Candidates should be aware that application materials or candidate information may become subject to public disclosure during later stages of the recruitment process or in response to a public records request, consistent with applicable law. Questions regarding confidentiality or the search process may be directed to Greg Nelson.

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