

CITY OF
Grand Junction
COLORADO

COMMUNITY DEVELOPMENT DIRECTOR

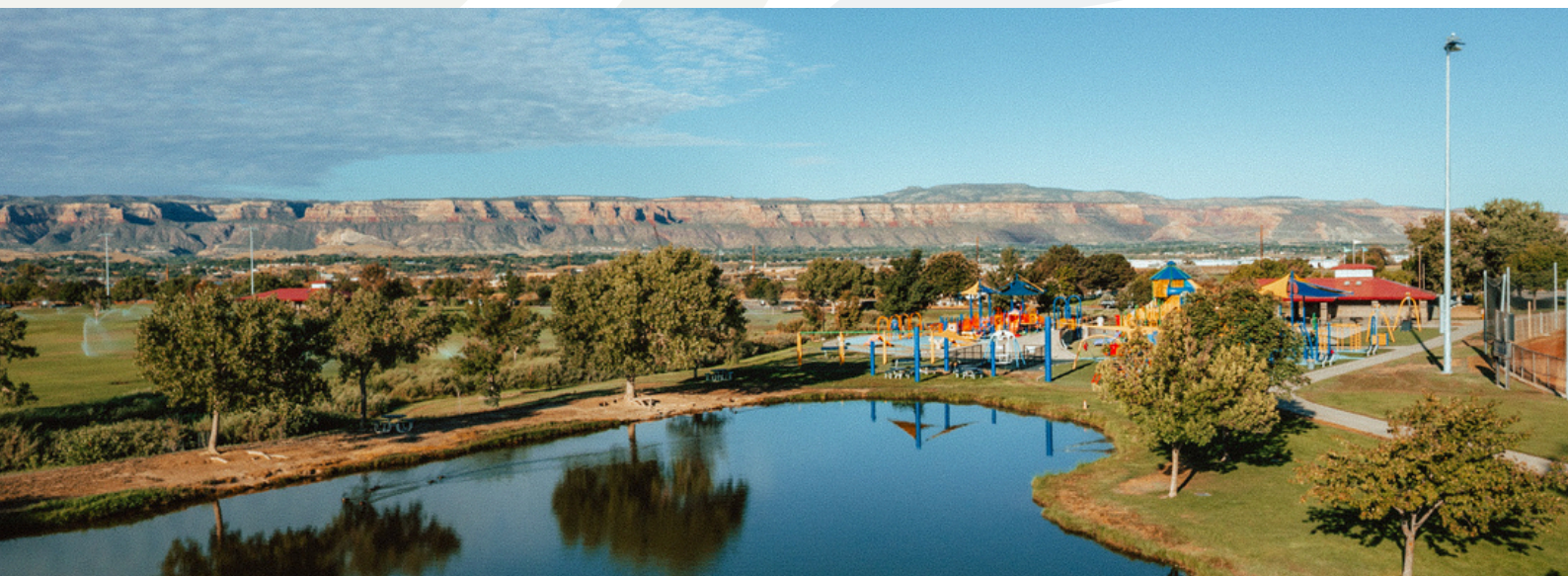
THE COMMUNITY

Grand Junction is Western Colorado's hub for healthcare, education, culture, and commerce. Nestled at the confluence of the Colorado and Gunnison Rivers and framed by the Grand Mesa, the Book Cliffs, and the Colorado National Monument, the city offers a rare combination of natural beauty and opportunity.

With more than 70,000 residents and a regional reach of over 160,000, Grand Junction provides the amenities of a larger city while maintaining a welcoming, small-town feel. Boasting over 300 days of sunshine each year, it is a paradise for outdoor enthusiasts who hike, bike, raft, fish, and ski against some of the West's most breathtaking backdrops.

Downtown is vibrant with festivals, art walks, and public art, while the surrounding wine country features more than 30 local wineries. Colorado Mesa University, enrolling over 11,000 students, further enriches the community's cultural and educational life. The Grand Junction Regional Airport provides convenient access to major destinations across the West, enhancing both connectivity and opportunity.

Learn more about all that Grand Junction has to offer through [Visit Grand Junction](#).



THE ORGANIZATION

The City of Grand Junction is a full-service home rule municipality operating under a Council-Manager form of government. With nearly 900 full-time positions, the City provides a full spectrum of municipal services, including public safety, utilities, engineering and transportation, street maintenance, solid waste and recycling, parks and recreation, planning and community development, and destination marketing.

The City's 2025–2027 Strategic Framework is centered on five priorities: Core Services; Housing; Fiscal Policy and Position; Government Transparency and Accountability; and Government Efficiency.

City employees are guided by three core values: Continuous Improvement, Collaborative Partnerships, and Exemplary Service. These values are demonstrated through a willingness to challenge the status quo, the ability to work together using all areas of expertise to achieve a common goal, and a commitment to fulfilling the needs of the community through thoughtful interactions. City leadership takes pride in building strong community connections and regional partnerships to advance long-term priorities.

THE COMMUNITY DEVELOPMENT DEPARTMENT

The Community Development Department leads the City's community planning, development services, zoning, historic preservation, and housing functions, and works closely with economic development partners and community organizations to support the City's growth and reinvestment priorities. The department manages current and long-range planning, plan and permit review, annexation, and maintains the City's zoning and development code, and the City's Comprehensive Plan. As a HUD entitlement community, the City receives a direct federal Community Development Block Grant allocation, which the department administers alongside other state and local housing funding.

The department collaborates closely with other City departments, regional and state partners, and community and economic development organizations to advance shared priorities.

POSITION AND IDEAL CANDIDATE

The Community Development Director leads the City of Grand Junction's Community Development Department and serves as a member of the City's Executive Leadership Team, reporting to the Deputy City Manager. The Community Development Director plays a central role in shaping how Grand Junction grows, guiding development that supports a vibrant, safe, and healthy community. This role provides strategic and operational leadership for planning and development services, historic preservation, and housing initiatives.

As one of the most visible departments in the City, Community Development requires a leader who can explain complex regulatory and policy matters clearly to audiences ranging from elected officials to individual residents, and who can articulate a long-term vision for growth, redevelopment, and economic vitality that supports City Council's adopted priorities. The Community Development Director works in partnership with economic development organizations, outside organizations, and other community partners. The Director manages the department's budget, identifies department priorities, secures and administers grant funding, negotiates complex development and funding agreements, and works collaboratively with internal departments and external partners to advance the City's community development goals.

The City is seeking a leader who pairs strong customer service instincts with regulatory discipline. Applicants and the development community judge this department on responsiveness, predictability, and transparency, and the successful candidate will foster that culture through code compliance and building public trust. Many of this role's decisions are made in a highly visible public environment, subject to public scrutiny, political attention, and, at times, criticism from developers, neighbors, and elected officials. This requires a leader with sound judgment, diplomacy, and the ability to navigate competing priorities while maintaining productive relationships with diverse stakeholders.

LEADERSHIP COMPETENCIES

The City of Grand Junction has identified a set of leadership competencies as essential for the next Community Development Director. These qualities represent the foundation of how the City expects its leaders to inspire, guide, and deliver results. The successful candidate will embody these attributes and bring them to life through their leadership.

Communicates Effectively – Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Manages Conflict – Handles conflict situations effectively, with a minimum of noise.

Instills Trust – Gains the confidence and trust of others through honesty, integrity, and authenticity.

Balances Stakeholders – Anticipates and balances the needs of multiple stakeholders.

Collaborates – Builds partnerships and works collaboratively with others to meet shared objectives.

Decision Quality – Makes good and timely decisions that keep the organization moving forward.

Manages Complexity – Makes sense of complex, high-quantity, and sometimes contradictory information to solve problems effectively.

Customer Focus – Builds strong customer relationships and delivers customer-centric solutions.

Interpersonal Savvy – Relates openly and comfortably with diverse groups of people.

Builds Effective Teams – Builds strong-identity teams that apply diverse skills and perspectives to achieve common goals.



STRATEGIC OPPORTUNITIES FOR THE NEXT DIRECTOR

Operating Under Capacity Constraints: The department is managing timelines and customer service expectations, and the next Director will need to prioritize workload and support the team through training, accountability, and continued growth in service demand.

Sustaining a Demanding Public Engagement Load: The Director carries a heavy recurring schedule of meetings including evening Planning Commission meetings and City Council workshops and meetings, in addition to day-to-day stakeholder engagement, developer inquiries, and public outreach.

Comprehensive Plan Update: Alongside the City Manager's Office and the Communications and Engagement Team, the Community Development department will support a high-profile update to the City's Comprehensive Plan, a significant undertaking that will shape long-range land use and growth policy and require sustained public and political engagement.

Collaborating on Large-Scale Economic Development Efforts: Working closely with the City Manager and economic development partner agencies to advance dynamic economic development initiatives throughout the community, particularly along the riverfront corridor, including Dos Rios and Las Colonias, downtown, and other major commercial districts.

Collaborating with partners on Housing and Homelessness Initiatives: The Director sets direction for staff as it relates to collaborating with partners on affordable housing and homelessness programs. This often involves working with state and federal partners to secure and administer funding and advance solutions in one of the City's highest-visibility policy areas.

Building Technology Advancements: The department has begun exploring AI-assisted development review processes. The next Director has an opportunity to build on this early work to improve efficiency in permitting and plan review. The department uses Energov for plan and permit workflows and optimization of this technology will be essential to improving efficiency.

MINIMUM QUALIFICATIONS

Seven years of increasingly responsible community development or planning experience, including three years of management and administrative responsibility.

Equivalent to a Bachelor's degree from an accredited college or university with major coursework in urban planning, public administration, or a related field.

Knowledge of comprehensive community development programs, including current and long-range planning and federal, state, and local laws related to community development, planning, and housing.

A valid Colorado State driver's license, or the ability to obtain one by the time of hire.

Ability to pass a City-required background check and drug screening.

American Institute of Certified Planners (AICP) certification.

PREFERRED QUALIFICATIONS

Master's degree in urban planning, public administration, or a related field.

Senior leadership experience overseeing multiple functions within a municipal community department or comparable organization.

Demonstrated experience securing and administering local, state, and federal grant funding, including housing and community development funding sources.

Proven ability to lead effectively in politically sensitive environments while balancing public transparency, regulatory requirements, and organizational priorities.

Experience with comprehensive plan updates or other significant long-range planning initiatives.



COMPENSATION AND BENEFITS

Hiring Range: \$190,000 – \$220,000, DOQ

Comprehensive Executive Benefits Package, including:

- Medical, dental, and vision insurance
- Life and AD&D, short- and long-term disability
- 401(a) retirement plan with 9% employee contribution and 9% City match
- 457(b) deferred compensation with 1% City contribution when the employee contributes a minimum of 2%
- Generous Paid Time Off, including 120 hours awarded upon hire
- 11 paid holidays annually
- Relocation reimbursement
- Access to the City's Employee Health Clinic (primary care, physical therapy, massage therapy, behavioral health)
- City's Employee Child Care Center
- Employee Assistance Program, wellness incentives, and voluntary benefits

HOW TO APPLY

Submit a City application and resume online at gjcity.org/jobs.

The City will accept applications between August 21, 2026, and September 20, 2026.

TIMELINES

The City will strive to adhere to this schedule; however, adjustments may be made as necessary. Those invited will receive confirmation of the final dates.

- Virtual interviews are scheduled for the week of September 28, 2026.
- The on-site process is scheduled for the week of October 12, 2026.
- Pre-employment screening commences within one to two weeks of the in-person process.

START DATE

The City's preference is for the new Community Development Director to begin as soon as possible after the recruitment process is complete. At the same time, the City recognizes that most candidates are serving in critical roles within their current organizations and will need to ensure a smooth transition. Accordingly, the City will work collaboratively with the selected candidate to determine an appropriate start date.