



DIRECTOR OF DEVELOPMENT SERVICES

**Development Services Department
Redlands, California**

Annual Salary:
\$208,332 – \$256,224 DOE/DOQ



Are you an experienced, relationship-driven, and politically astute planning and development professional ready to shape the future of one of Southern California's most historic and forward-thinking cities? **If so, apply to be Redlands' next Director of Development Services!**

We're looking for an exceptional leader who is:

- Collaborative and approachable
- Deeply knowledgeable in California planning and land-use law
- Skilled at balancing technical, political, and community priorities

Futures Flourish Here – read on to learn more about this opportunity!

Executive Recruitment Provided by





ABOUT THE COMMUNITY

Nestled in the heart of Southern California's Inland Empire between Los Angeles and Palm Springs, Redlands blends historic charm, mountain views, citrus heritage, and a vibrant downtown with modern housing, transit-oriented planning, and strong civic pride. Residents treasure the city's tree-lined streets, cultural amenities, historic architecture, and abundant parks.

Redlands' economy is anchored by the global headquarters of ESRI, the world leader in GIS technology, and supported by healthcare, education, retail, and light manufacturing. Ongoing redevelopment includes the transformation of the former mall site, new mixed-use projects surrounding three regional rail stations, and the University of Redlands' planned "University Village" development.

Located near mountain foothills and regional recreation, Redlands offers a high quality of life with a strong sense of community engagement and environmental stewardship.



POPULATION
72,552



MEDIAN HOUSEHOLD
INCOME
\$97,943



MEDIAN HOME VALUE
\$631,600

History



Tourism



GOVERNANCE & ORGANIZATION

Redlands operates as a general law city, incorporated in 1888, with a five-member City Council elected by district. The City Manager, appointed by the Council, oversees day-to-day operations and an organization of approximately 589 employees. Departments include Police, Fire, Public Works, Municipal Utilities & Engineering, Development Services, Facilities and Community Services, Human Resources, Library and Management Services.

The Director of Development Services reports to the Assistant City Manager and serves as a key member of the City's executive leadership team.



THE JOB

The Development Services Department oversees Planning, Building & Safety, Land Use Engineering, Economic Development, and Sustainability. The department provides planning, entitlement, permitting, plan review, code interpretation, environmental review, and historic preservation services, as well as sustainability initiatives and business ombudsman support.

Reporting to the Assistant City Manager, the Director:

- Manages all Development Services activities and staff
- Oversees redevelopment and planning
- Advises the City Council and Planning Commission
- Guides CEQA review, housing policy, and sustainability goals
- Coordinates complex development projects and negotiations

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Planning
- Building & Safety
- Land Use Engineering / One-Stop Permit Center
- Economic Development
- Sustainability

FULL-TIME EMPLOYEES



28

KEY PROJECTS FOR 2025

- Redevelopment of the former mall property – one of the Inland Empire's largest urban reinvestments
- Advancement of the Transit Villages Plan across three new rail stations
- University of Redlands "University Village" mixed-use development
- City Hall modernization, Police facility, and Fire Station replacement
- Continued implementation of the Climate Action Plan and sustainability initiatives



IDEAL CANDIDATE

The ideal candidate will be an experienced California planning professional with a strong grasp of land-use law, CEQA, housing policy, and economic development. They will demonstrate high integrity, calm leadership under pressure, and the ability to communicate complex technical concepts clearly.

This leader will be collaborative, approachable, and politically astute—someone who builds trust with staff, Council, and the community. The successful candidate will value mentorship and professional development, modernize processes, and improve customer service culture while balancing Redlands' historic preservation, growth management, and sustainability goals.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in urban planning, public or business administration, engineering, or a related field
- Seven years of progressively responsible planning, redevelopment, or economic development experience, including at least five years in management or supervision
- Valid California driver's license

PREFERRED:

- Master's degree in planning, public administration, or a related field
- Extensive experience with CEQA, housing law, and redevelopment
- Prior service as a Director or Assistant City Manager



SALARY & BENEFITS

Compensation: \$208,332 – \$256,224 DOE/DO

Car Allowance: \$500 per month

Health Benefits: Full medical premium paid by the City for the employee; dependent coverage available.

Paid Leave: 430 hours of annual leave per year with cash-out option.

Deferred Compensation: City contribution to a deferred compensation plan (Article 17 of MOU).

Retirement: CalPERS retirement (Classic – 2%@55; PEPRA – 2%@62), City also participates in Social Security.

City pays the entire monthly premium for employees and their eligible dependents for Medical, Dental, and Vision with an additional \$150 per year stipend to offset medical insurance copayments/deductibles.

Schedule: 9/80 work schedule.

Additional Benefits:

- Professional development support and conference attendance
- Flexible schedule and wellness initiatives
- Opportunities to collaborate with ESRI, University of Redlands, and regional agencies
- Relocation assistance may be available

Additional Benefits



HOW TO APPLY

Apply Here



For more information, contact:

Clay J. Pearson, Senior Vice President

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The City of Redlands is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Finalists will undergo a comprehensive background check.