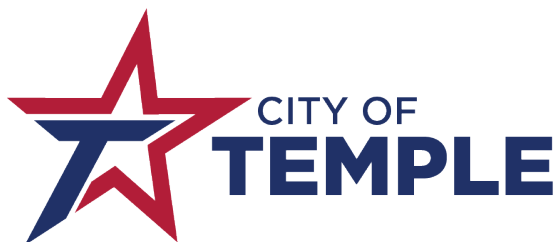




DIRECTOR OF PLANNING & DEVELOPMENT SERVICES

Planning & Development Services Department
Temple, Texas

Annual Salary:
Up to \$215,000 DOE/DOQ



Are you a forward-thinking planning professional who can guide growth while preserving community character and operational excellence? **If so, apply to be the City of Temple's next Director of Planning & Development Services.**

We're looking for an exceptional, collaborative leader who is:

- Experienced in municipal planning, zoning, and development review
- Skilled at working with elected officials, developers, and the public
- Passionate about smart growth, efficiency, and service excellence

Temple – A Place You Love to Call Home – read on to learn more about this opportunity.



ABOUT THE COMMUNITY

Temple, Texas is a thriving Central Texas community of nearly 100,000 residents that offers the convenience of a metropolitan area while maintaining a welcoming, hometown feel. Ideally located along Interstate 35, Temple sits between Austin, San Antonio, Dallas, and Fort Worth, making it a strategic hub for commerce, healthcare, and logistics.

The city is nationally recognized as a center for health and life sciences, anchored by Baylor Scott & White Health and the Olin E. Teague Veterans Medical Center. Temple is also home to major employers such as McLane Company and Wilsonart International, contributing to a diverse and resilient economy.

Founded in 1881 as a railroad town, Temple honors its history through preserved landmarks like the Santa Fe Depot and the Temple Railroad & Heritage Museum. Today, the city blends historic charm with modern development, featuring a revitalized downtown, expanding neighborhoods, and ongoing infrastructure investment. Residents enjoy an exceptional quality of life with more than 60 parks, miles of trails, nearby lakes, cultural arts venues, family-friendly attractions, and a growing brewery and winery scene.



POPULATION
100,000



MEDIAN HOUSEHOLD INCOME
\$64,945



MEDIAN HOME VALUE
\$220,300
AVERAGE MONTHLY RENT
\$1,174

History



Tourism



GOVERNANCE & ORGANIZATION

The City of Temple operates under a Council–City Manager form of government. The City Council is comprised of a Mayor elected at-large and four Council Members elected from single-member districts, each serving three-year terms.

Temple is a full-service municipality providing public safety, public works, utilities, parks and recreation, development services, finance, and administrative services. The City is committed to innovation, accountability, collaboration, and exceptional service delivery.



THE JOB

The Planning & Development Services Department provides planning, zoning, permitting, building inspections, and community development services. The department plays a critical role in shaping growth, ensuring regulatory compliance, and implementing the City's long-range vision.

Reporting to the Assistant City Manager, the Director of Planning & Development Services will:

- Provide strategic leadership for planning, zoning, permitting, and development services
- Oversee development review processes and code administration
- Serve as technical advisor to City Council, the Planning & Zoning Commission, and other boards
- Lead long-range planning initiatives and ordinance updates
- Coordinate with regional agencies, developers, and community stakeholders

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- Planning & Zoning
- Development Review & Permitting
- Building Inspections



EMPLOYEES

23



CITY BUDGET

\$329.9 MILLION

KEY PROJECTS FOR 2026

- Comprehensive Plan and development code updates
- Process improvements to streamline development review
- Long-range growth management and transportation planning



IDEAL CANDIDATE

The ideal candidate is an experienced municipal planning leader with a strong background in development services and organizational management. They bring a balanced approach to growth, combining technical expertise with excellent communication and collaboration skills. This professional is comfortable navigating complex political environments, advising elected officials, and building productive relationships with developers, residents, and regional partners. A commitment to innovation, accountability, and customer service—paired with a passion for shaping livable, sustainable communities—will define success in this role.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's or Master's degree in Planning or a closely related field
- 6–7 years of progressively responsible municipal planning or community development experience
- 5 years of management or supervisory experience
- AICP Certification
- Valid driver's license

Preferred:

- Master's degree in Planning or Public Administration
- Experience leading comprehensive planning and code updates
- Background working in high-growth or redevelopment-focused communities



SALARY & BENEFITS

Compensation: Up to \$215,000 DOE/DOQ

Health Benefits: Medical, dental, vision, short- and long-term disability insurance, flexible spending and health savings accounts

Paid Leave: Vacation, holidays, sick leave, and longevity pay

Retirement: Texas Municipal Retirement System (TMRS) with a 2:1 employer match; eligibility for full retirement at age 60 with five years of service or any age with 20 years of service

Additional Perks: Employee Perks Program, wellness incentives, flexible scheduling opportunities, and relocation assistance (\$3,000 in-state / \$5,000 out-of-state)

HOW TO APPLY

Apply Here



For more information on this position, contact:

Billy Owens, Senior Vice President

billyowens@governmentresource.com | Phone: (972) 989-3686

The City of Temple is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists will be subject to a comprehensive background check.