



The City of Bakersfield

*invites your interest
for the position of*

**Economic and
Community
Development
Director**



The City of Bakersfield

Bakersfield is where southern California meets the Central Valley and is the government, retail, commercial and population hub of Kern County, one of the state's largest, at more than 8,000 square miles. The City straddles major transportation routes that carry food and fuel, people and products, to all points of the world. With a population closing in on a half million, Bakersfield is the 9th largest city in the state and the nation's 48th largest city, larger than places like Pittsburgh, St. Louis, and Honolulu.

A significant hub for both agriculture and energy production, Kern County is the most productive oil-producing county in California and ranks in the top five most productive agricultural counties in the nation. Bakersfield serves as the home for both corporate and regional headquarters of companies engaged in these industries such as Grimmway Farms and Bolthouse Farms. These core industries, available work force, abundant and affordable housing options, and proximity to California's major markets and recreational amenities are some of the reasons more people are choosing to live in Bakersfield. The City's population increased 57% since 2000, with its land area increasing 32% over that same period.

The City is a major urban area with major urban amenities, yet residents and visitors alike comment on how welcoming the people are, which is not surprising given the city was founded on hospitality. The welcoming spirit is ingrained in Bakersfield's DNA and the City invites its next Economic and Community Development Director to make a difference and create something truly boundless.

City Government and the Economic & Community Development Department

The City of Bakersfield is a full-service charter city, with eleven departments, four special divisions and almost 2,000 FTEs and numerous part-time, seasonal and contract employees.

The City operates under the Council-Manager form of government with a proposed FY 2023-24 annual operating budget of \$695,384,796. The Bakersfield City Council is composed of seven members elected from the seven



wards of the City on a nonpartisan basis to serve overlapping four-year terms. The Mayor is elected at-large to serve a four-year term as presiding officer at Council meetings and as the head of the City for legislative and ceremonial purposes. The City Council appoints and confirms both the City Attorney and the City Manager.

The Economic & Community Development Department (ECD) is newly re-established, as the City Council voted to create a stand-alone department during the FY 20/21 budget process. The Department includes the former Economic & Community



Development Division, Visit Bakersfield (the City's Visitors Bureau) and oversight of the City's Convention Center/Arena/Entertainment Venue management contracts. The ECD Department executes a dual mission to enhance economic growth and to improve the quality of life in the community through facilitating innovative development and job growth, procuring additional resources, connecting the public to services, and addressing homelessness.

The Position and Ideal Candidate Profile

The Economic & Community Development Director will be the City of Bakersfield's champion and advocate, proactively focusing on the City's long-term comprehensive economic development strategy and implementation of a previously approved Economic Opportunity Area Plan.



Reporting to the City Manager's Office, the ECD Director will administer and manage the City's economic and community development activities, homelessness services function, and coordination of activities with other governmental agencies, private sector developers, and lending institutions. Management of projects and initiatives that result in tangible economic development, commercial revitalization, and genuine community engagement is critical to this position as is addressing homelessness in a meaningful capacity.

The ideal candidate is an accomplished, strategic leader and creative problem solver who can see the big picture and possesses an unwavering commitment to public service. The incoming Director must view organizational politics as a necessary part of business life, maneuvering through complex situations astutely and effectively. A professional, results-driven individual is a must while the ability to present the unvarnished truth in an appropriate and helpful manner is essential.

The new Economic & Community Development Director must be a strong decision maker, with a firm but flexible approach. Encouraging and fostering collaboration with other City departments, the County of Kern, the media, community groups, and private developers while supporting a well-integrated and functioning team is of the utmost importance.



This position requires five (5) years of increasingly responsible experience in economic development, community development, redevelopment, or closely related field. The ideal candidate will have at least two (2) years of management or supervisory experience that has included significant operational and administrative responsibilities. Equivalency to a Bachelor's degree from an accredited university or college with major coursework in Business or Public Administration, Economics, Urban Planning, or a closely related field is required. A Master's degree in the above fields of study and/or an economic development-related certification is highly desirable.

Compensation and Benefits

The City of Bakersfield offers a competitive and comprehensive salary and benefits package. The annual salary range for this position is \$153,369 - \$186,435 annually, DOQ. Additionally, this position will receive a 5% salary increase effective July 2024. The excellent benefits package includes:

- ◆ Retirement: CalPERS 2.7% @ 55 formula for Classic employees or 2.0% @ 62 for non Classic
- ◆ Health Insurance: Blue Shield HMO or PPO or Kaiser HMO plans including vision insurance where employee contributes 20% of premium
- ◆ Dental Insurance: United Concordia Dental Flex (PPO) or Plus (DHMO) plans where employee contributes 20% of premium
- ◆ Vacation: 10 days of vacation per year for 1-4 years of service, 15 days per year for 5-13 years, and 20 days per year for 14+ years
- ◆ Holidays: 13 paid holidays per year
- ◆ Sick leave: Earned at the rate of one working day per month of service to a maximum of 120 days; portions thereafter may be
- ◆ Administrative Leave: 10 days per year for general supervisory and management employees
- ◆ Auto Allowance
- ◆ Additional Benefits: Life insurance, long-term disability and flexible spending account (FSA)



For more information, visit www.bakersfieldcity.us/217/Employee-Benefits

The Process

To pursue this desirable career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until mutual interest has been established) to:

Bill Avery or Kristi Ward
Avery Associates
16 Lyndon Avenue, Suite 200
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

This position will remain open until filled, with a first review of resumes scheduled for early December.



If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Kristi Ward at 408.507.9378 or kristiw@averyassoc.net. For more information on the City of Bakersfield, visit its website at www.bakersfieldcity.us.