



CITY OF SELMA, ALABAMA

EXECUTIVE LEADERSHIP OPPORTUNITY

Director of Planning & Community Development

Member of the Mayor's Executive Leadership Team

Part of the City of Selma Government Modernization Initiative

Department: Planning & Community Development

Executive Leadership: Serves as a member of the Mayor's Executive Leadership Team and reports directly to the Mayor.

FLSA Status: Exempt

Employment Status: Full-Time

Lead the Future of Selma

The City of Selma is seeking an accomplished, visionary, and collaborative executive to serve as its next **Director of Planning & Community Development**.

This is more than a planning position. It is an opportunity to become a member of the Mayor's Executive Leadership Team and help shape the future growth, redevelopment, and quality of life of one of America's most historic communities.

As part of the City's Government Modernization Initiative, Selma is strengthening leadership, modernizing municipal operations, encouraging economic investment, revitalizing neighborhoods, expanding recreational opportunities, and building strategic partnerships that create lasting community impact.

The Director of Planning & Community Development will lead many of the City's most transformational initiatives while working closely with the Mayor, City Council, developers, businesses, neighborhood organizations, educational institutions, nonprofit partners, and state and federal agencies to implement the City's long-term vision.

If you are passionate about community building, strategic planning, economic development, and public service, we encourage you to apply.

Position Summary

The Director of Planning & Community Development serves as the City's chief executive responsible for planning Selma's future through strategic growth, neighborhood revitalization, economic development, community investment, and quality-of-life initiatives.

This position provides executive leadership for planning, redevelopment, grant administration, recreational programming, neighborhood improvement, and community partnerships while working closely with the Mayor, City Council, businesses, developers, state and federal agencies, nonprofit organizations, and residents to implement the City's strategic vision.

The Director is expected to foster innovation, encourage investment, improve neighborhoods, balance preservation and development, and help create opportunities that enhance the quality of life for all citizens.

Department Mission

To improve the quality of life for the citizens of Selma by promoting responsible growth, strengthening neighborhoods, encouraging economic investment, expanding recreational opportunities, preserving historic resources, and building partnerships that create a stronger, more vibrant community.

Department Overview

The Department of Planning & Community Development serves as the City's strategic planning, redevelopment, and community investment agency.

The department guides responsible growth, oversees land use planning and development services, administers grants and redevelopment initiatives, coordinates neighborhood revitalization efforts, supports economic development, manages parks and recreation programming, and works collaboratively with public and private partners to improve the quality of life throughout Selma.

The department plays a central role in implementing the City's long-term vision by coordinating strategic initiatives that strengthen neighborhoods, encourage investment, preserve historic assets, and expand opportunities for residents and businesses.

Organizational Responsibilities

The Director provides executive leadership for:

- Planning & Zoning
- Building Inspections
- Economic & Community Development
- Neighborhood Improvement

- Parks & Recreation
- Historic Preservation
- Grant Development & Administration
- Downtown Revitalization
- Comprehensive Planning

Primary Responsibilities

Executive Leadership

- Provide executive leadership for the Department of Planning & Community Development.
- Develop and implement long-range planning strategies that support the City's vision and strategic priorities.
- Foster innovation, accountability, collaboration, and continuous improvement throughout the department.
- Serve as a strategic advisor to the Mayor on planning, redevelopment, and community investment initiatives.

Community Planning & Development

- Oversee land use planning, zoning administration, subdivision review, and development services.
- Coordinate implementation of strategic development initiatives and programs.
- Balance responsible growth with preservation of the City's historic character.
- Promote sustainable development and long-term community planning.

Economic & Community Development

- Coordinate with economic and small business development partners on initiatives that encourage private investment and job creation.
- Build partnerships with developers, educational institutions, nonprofit organizations, governmental agencies, and community stakeholders.
- Support downtown revitalization and neighborhood redevelopment efforts.

Neighborhood Revitalization

- Direct neighborhood revitalization efforts through planning, implementation, and community engagement.
- Promote initiatives that improve quality of life, strengthen neighborhoods, and encourage community participation.

Grant Development & Administration

- Identify, pursue, and administer local, state, and federal grant opportunities.

- Administer federal and state funding supporting housing, infrastructure, and community development.
- Ensure compliance with grant requirements and maximize funding opportunities.

Parks & Recreation

- Manage Parks & Recreation programming to enhance quality of life and community engagement.
- Promote recreational opportunities that support healthy and vibrant neighborhoods.

Department Administration

- Prepare departmental budgets and manage financial resources responsibly.
- Supervise departmental personnel and evaluate organizational performance.
- Present recommendations to the Mayor, City Council, Planning Commission, Historic Development Commission, and other boards as assigned.
- Represent the City in meetings with public and private partners.

Executive Leadership Profile

The Director is expected to:

- Demonstrate visionary leadership.
- Build collaborative partnerships.
- Lead with integrity and professionalism.
- Promote innovation and continuous improvement.
- Foster a customer-focused culture.
- Develop future leaders within the department.
- Communicate effectively with elected officials, employees, businesses, developers, and residents.
- Maintain accountability for departmental performance and measurable results.
- Think strategically while balancing growth, preservation, and community priorities.
- Advance the City's vision of **Rebuilding Selma Together**.

Education, Experience & Leadership Profile

The City of Selma recognizes that exceptional leaders come from diverse educational, professional, military, nonprofit, and public service backgrounds.

Qualified applicants should possess a combination of education, experience, leadership ability, and demonstrated success sufficient to effectively perform the responsibilities of this position.

Examples include:

- Bachelor's degree in Planning, Public Policy, Public Administration, Economic Development, Business Administration, Architecture, Engineering, Geography, Environmental Science, Political Science, or a closely related field; **or**
- An equivalent combination of education, military service, certifications, and progressively responsible leadership experience.

Preferred qualifications include experience in:

- Municipal government
- Planning
- Economic development
- Project management
- Grant administration
- Community development
- Managing multidisciplinary teams
- Organizational budgeting
- Federal and state funding programs
- Contract administration
- Procurement
- Public affairs
- Working collaboratively with elected officials, boards, developers, and community organizations
- Executive-level nonprofit leadership, including housing development organizations, educational institutions, or community service organizations

A master's degree, AICP certification, CEcD designation, or other professional certifications are desirable but not required.

The successful candidate will demonstrate:

- Strategic leadership
- Visionary thinking
- Collaborative decision-making
- Organizational management
- Fiscal responsibility
- Excellent communication skills
- Commitment to ethical public service

Knowledge, Skills & Abilities

Knowledge of:

- Community Planning
- Economic Development
- Redevelopment
- Grant Administration
- Public Administration
- Project Management
- Budget Development
- Municipal Operations
- Records Management
- Regulatory Compliance

Ability to:

- Develop strategic initiatives.
- Build consensus among diverse stakeholders.
- Manage multiple complex projects simultaneously.
- Communicate effectively, both orally and in writing.
- Analyze issues and recommend practical solutions.
- Lead organizational change and continuous improvement.
- Manage a high-volume, multi-agency grant portfolio spanning federal, state, and local funding sources.

What Success Looks Like

During the first year, the successful Director will work with the Mayor and Executive Leadership Team to:

- Advance implementation of the City's Government Modernization Initiative.
- Strengthen strategic planning and redevelopment efforts.
- Expand grant funding opportunities.
- Increase economic development partnerships and private investment.
- Improve coordination of neighborhood revitalization initiatives.
- Enhance Parks & Recreation programming and community engagement.
- Strengthen collaboration among City departments, boards, and external partners.

Why Build Your Career in Selma?

The City of Selma is building an executive leadership team committed to innovation, collaboration, accountability, and exceptional public service.

This position offers the opportunity to lead transformative initiatives that shape the City's future, strengthen neighborhoods, preserve its historic character, attract investment, and improve the quality of life for generations to come.

If you are motivated by visionary leadership and meaningful community impact, we invite you to join our Executive Leadership Team.

Benefits

The City of Selma offers a comprehensive employee benefits package in accordance with City policy.

Application Process

Interested applicants should submit:

- Letter of Interest
- Resume
- Three Professional References

Applications should be submitted to:

Office of the Mayor

City of Selma
222 Broad Street
Selma, Alabama 36701

Email: mayoroffice@selma-al.gov

Applications will remain open until the position is filled unless otherwise announced.

Build the Future With Us

The City of Selma is committed to building an executive leadership team that reflects the highest standards of professionalism, integrity, innovation, and public service.

If you are ready to lead, inspire, and make a meaningful impact on one of America's most historic communities, we invite you to apply.

Equal Opportunity Employer

The City of Selma is an Equal Opportunity Employer and encourages qualified applicants from diverse educational, professional, military, nonprofit, and private-sector backgrounds to apply. Equivalent combinations of education and experience will receive full consideration.