



City of
Golden



Director of Community and Economic Development

This is a unique opportunity for an innovative economic development leader willing to challenge assumptions and seek new opportunities to serve a vibrant and thriving community as part of a stable, engaged organization.

Golden is a
beautiful place
to call home!



City of
Golden

Motto:
“Where the West Lives!”

■ The Community

Picturesquely situated in the foothills of the Rocky Mountains, the City of Golden, Colorado, is a vibrant, historic community that is home to 20,000 residents who enjoy a high-quality of life, world-class outdoor adventure opportunities, a flourishing arts and cultural scene, and a superior public education system. The City is located in Jefferson County and is only 30 minutes from downtown Denver by car or light rail, providing convenient access to additional cultural, business, and entertainment attractions.

Founded in 1859, Golden was the territorial capital of Colorado from 1862 until 1867. Today, the City covers approximately nine square miles, with stunning natural vistas in every direction. Nestled between the mountains and two scenic mesas, you're guaranteed a beautiful backdrop no matter where in Golden you are lucky enough to find yourself. Residents and visitors alike are captivated by Golden's small-town charm and pristine beauty, which the City continues to preserve while offering an eclectic mix of modern amenities.

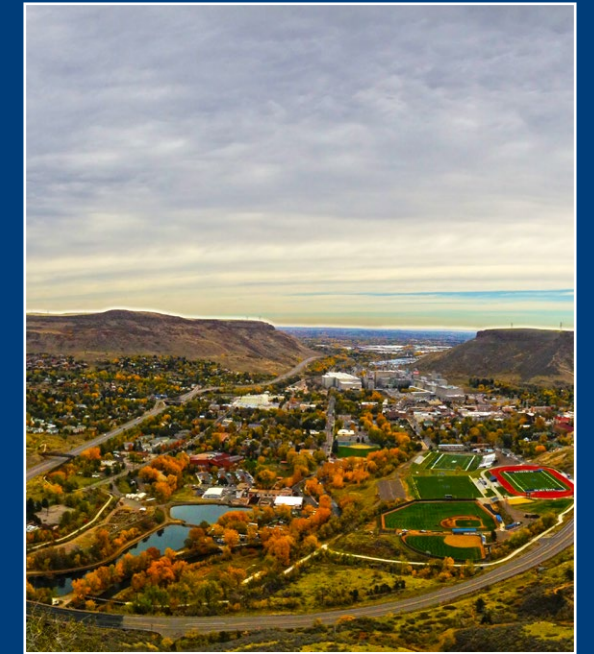
For outdoor enthusiasts, Golden is truly a paradise. The City has 24 miles of trails connecting to vast, open spaces and is nationally recognized for being bike and pedestrian friendly. Clear Creek runs through the heart of Golden and attracts kayakers, tubers, fishermen, and sunbathers. In the winter, Golden makes a great basecamp for skiers headed to the many ski resorts in the area. The hills closer to home also supply miles of trails for snowshoers and cross-country skiers. Avid golfers delight in Fossil Trace, an award-winning golf course featuring large, undulating fairways and greens paired with treacherous greenside and fairway bunkers, and kids of all ages enjoy the Splash water park, one of the largest water parks in the area. A variety of popular annual events and festivals draw attendees from throughout the region.

The downtown area offers an array of shopping and dining options, with pleasant patios and charming parks throughout, providing a perfect backdrop for al fresco dining. For those who crave outdoor adventure and a small-town flavor by day, but enjoy the lights of the city by night, downtown Denver is only a short drive to the east, with enough excitement on hand every day of the week to keep any night owl entertained.

Golden boasts an active business community and healthy local economy. The City of Golden is committed to providing the highest quality of life and opportunity for its citizens through progressive responsible, and innovative leadership. The City's economic development programs are designed to bolster economic health and opportunity within Golden and the surrounding area for residents and businesses alike. The City is impacted by regional growth trends in the Colorado Front Range and has a number of business parks and a few larger retail and hotel developments. The City is home to the Coors brewery, which is still the largest single-site brewery in the world. Golden also has five micro-breweries within walking distance of each other. Major employers include Colorado School of Mines, Coors Tek, and National Renewable Energy Lab (NREL).

Area students are served by Jefferson County R-1, which provides quality education to a diverse group of students. The district includes two elementary schools, one middle school, and one high school within the city limits. For those pursuing higher education opportunities, the world-renowned Colorado School of Mines provides a strong academic presence in the city. Additional education opportunities are available throughout the surrounding metro area.

Jefferson County has a median household income of \$82,000, median home sale price of \$578,000, and a median rent of \$1376.



■ Governance & Organization

Golden operates under the council-manager form of government. Policy-making and legislative authority are vested in the City Council, consisting of the mayor and six other members. The Council is elected on a non-partisan basis for four year staggered terms, with elections every two years. Four Council members are elected by wards, two by districts (each encompassing two wards), and the mayor is elected at-large. The City Manager is the Chief Executive Officer of the day-to-day operations of the City and appoints the heads of the various departments. Golden is proud to have an involved Council that cares about the community. The City is regularly recognized by various publications as one of the best places to live and visit in Colorado.



■ The Department

The Community and Economic Development Department was developed in 2012 to enhance the coordination and integration of Golden's forward looking efforts related to land use, community and neighborhood planning, economic development and vitality, and sustainability. The divisions in the department specialize in working with community interests to achieve community goals as detailed in Golden Vision 2030, their primary guiding vision for Golden's future. There are five divisions that contribute to the department's ability to move the vision forward. They include the Downtown Development Authority, the Economic Development Division, the Golden Urban Renewal Authority, the Planning Division, the Public Art Commission, and the Community Marketing Program, Visit Golden.

The **Downtown Development Authority (DDA)** is a special district entity authorized and directed by state statute to benefit the economic and community vitality of the downtown area. The DDA administers a robust grant system and invests in many public infrastructure projects within the DDA boundaries. The Economic Development Division administers and implements small business assistance programs, and primary employment attraction and retention efforts. Golden's Economic Development Commission provides direction for such efforts.

The **Planning Division** works with citizens and businesses to ensure that land use complies with the City of Golden zoning regulations. In addition, the division works with the Planning Commission to modify, update, and utilize the City of Golden's Comprehensive Plan. The plan defines the long-range goals and intentions regarding the nature and direction of future development within the City of Golden. It contains elements on land use, transportation, community facilities, urban design, and housing. The Planning Division encompasses many aspects of developing the city we live in, including business development, land use issues, historic sites preservation, and setting community values for long-range planning. The Division supports the Planning Commission and the Historic Preservation Board.

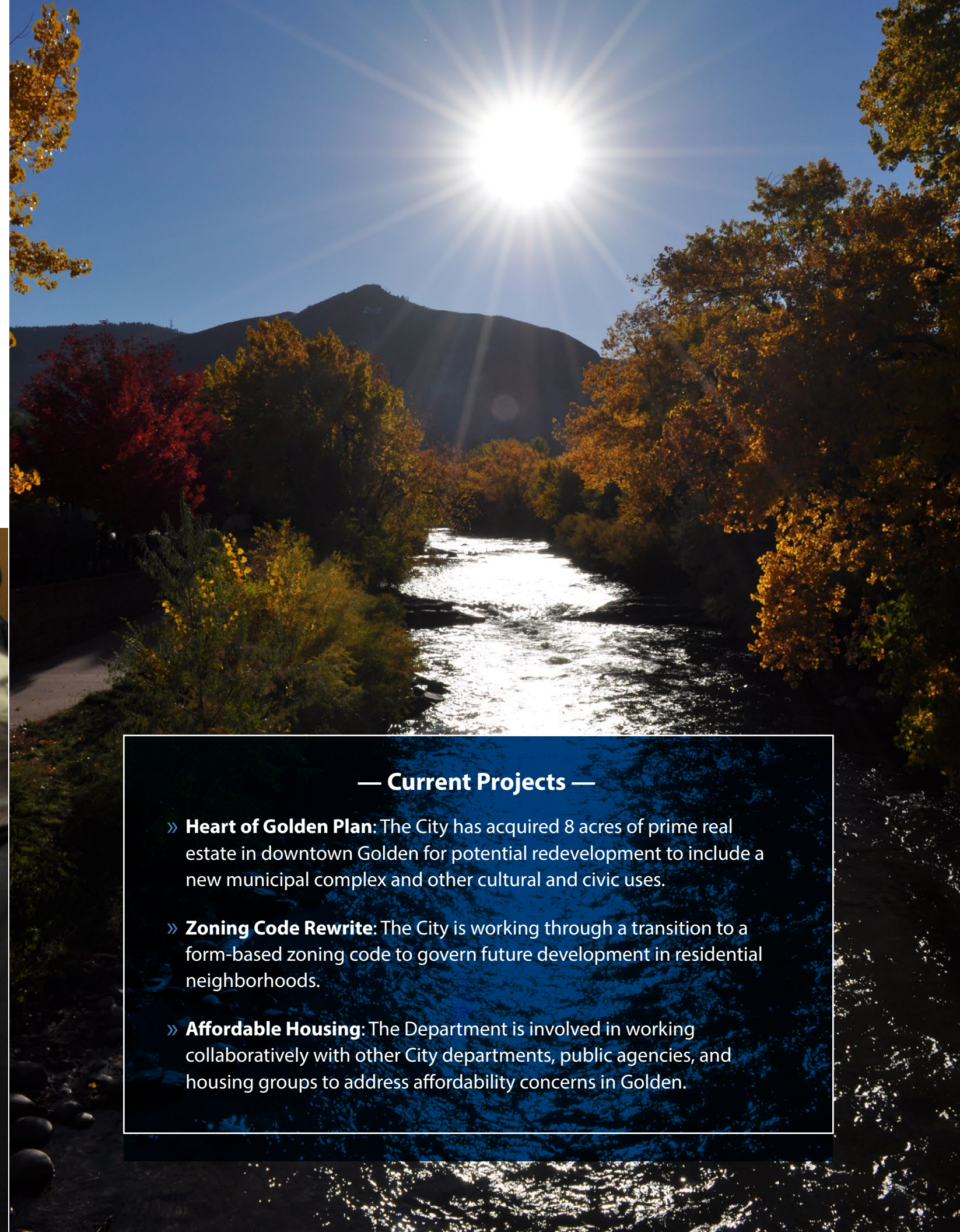
The **Public Art Commission (PAC)** has the responsibility of promoting, selecting, acquiring, and maintaining public art in the fulfillment of the City's Art in Public Places program. The PAC also adopts policies regarding the Public Art in Golden. The Community Marketing Program, Visit Golden, is a cooperative marketing effort between the City of Golden and the local retail business community that works to promote tourism and commerce within Golden. This cooperative effort combines professional marketing strategies with innovative community vision that produces award-winning and effective campaigns and promotions. Visit Golden, utilizes a merchant-based funding mechanism, i.e., the "Vendors' Fee," to directly benefit retail sales, restaurants, entertainment venues, and cultural attractions through increased awareness, visitation, and patronage.

The Director provides strategic leadership, management, and administration of the activities and operations of the City's Community and Economic Development during a time of dynamic change and growth.

■ The Director

The Director is a strong and visionary executive responsible for a high-performing economic and planning department with a \$1.8 million budget and a staff of 7.5. The position actively engages in all segments of the community to focus on business retention and attraction, community marketing, education and healthy communities' coordination, and policy and fiscal support for Urban Renewal Authority and Downtown Development Authority entities. The Director also provides land use, economic development, sustainability, marketing, and policy recommendations to the City Manager and City Council. The Director reports to the City Manager and supervises the Planning Manager and Economic Development Coordinator.

The City of Golden desires a knowledgeable, innovative, and progressive leader willing to challenge assumptions and try new things to best serve the community. A leader with a strong work ethic, collaborative management style, and a keen ability to communicate, listen, engage, and respond while maintaining a sense of humor will serve the department well. This role offers the right leader a tremendous range of potential opportunities to make an impact on the City of Golden now and into the future.



— Current Projects —

- » **Heart of Golden Plan:** The City has acquired 8 acres of prime real estate in downtown Golden for potential redevelopment to include a new municipal complex and other cultural and civic uses.
- » **Zoning Code Rewrite:** The City is working through a transition to a form-based zoning code to govern future development in residential neighborhoods.
- » **Affordable Housing:** The Department is involved in working collaboratively with other City departments, public agencies, and housing groups to address affordability concerns in Golden.

■ Characteristics of the Ideal Candidate

The ideal candidate has demonstrated leadership and management experience in community and economic development with the ability to set a clear vision for the department. With a proven track record for building relationships, the ideal candidate will support a collaborative environment while guiding the team through potential challenges and opportunities. The new director must be an ethical and independent manager, demonstrating political savvy, flexibility, and adaptability in a complex and ever-changing environment. Competitive candidates will possess proven budget and fiscal experience and good financial judgement.

Additional characteristics being sought include:

- » Proven leader with high emotional intelligence and an understanding of human behavior.
- » Knowledge of public policy and political process, especially as it relates to federal, state, county, and municipal governments.
- » Demonstrated personnel management skills, including the ability to motivate, encourage, support, and coach staff to optimum performance, including recruitment and development of diverse teams.
- » Excellent written and verbal communication skills, and the ability to exercise these skills in group and individual settings.
- » Demonstrated ability to establish, develop and sustain key working relationships and work collaboratively and effectively with management and workforce teams, as well as through collaborate relationships within the community.



■ Minimum Qualifications

Graduation from an accredited college or university with a master's degree in City or Regional Planning, Economic Development, or a closely related field AND a minimum of six (6) years increasingly responsible experience in all phases of planning and economic development. Experience must include at least three (3) years of supervisory and leadership experience.

The City of Golden is an Equal Opportunity Employer and values diversity in its workforce. Applications selected as finalists for this position will be subject to a comprehensive background check.

■ Compensation and Benefits

The City of Golden offers a competitive salary range of **\$132,200-\$198,400**. While this is the full salary band for the role, the actual hiring range will be dependent on the qualifications and experience of the successful candidate. As well as offering competitive pay, a caring work environment, and a great location, the City of Golden has an exceptional benefits package including a 401 and 457 plan with City match through ICMA-RC (also known as Mission Square).



■ Application Process and Recruitment Schedule

To be considered for this exceptional career opportunity, submit your résumé, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **October 4, 2021**. Résumé should reflect years and months of employment, beginning/ending dates as well as the size of staff and budgets you have managed. Please submit your materials to: <https://www.cpshr.us/recruitment/1830>

For additional information about this position please contact:



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Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process.

— RESOURCES —

City of Golden

<https://www.cityofgolden.net/>

Community and Economic Development

[https://www.cityofgolden.net/government/departments-divisions/
community-economic-development/](https://www.cityofgolden.net/government/departments-divisions/community-economic-development/)

Comprehensive Plan

[https://www.cityofgolden.net/government/departments-divisions/
planning-and-development/community-plans/](https://www.cityofgolden.net/government/departments-divisions/planning-and-development/community-plans/)

Visit Golden

<https://www.visitgolden.com/>

Golden Chamber of Commerce

<https://goldenchamber.org/>