Community Development Director

The Opportunity:
Don’t miss this rare opportunity to become the next Community Development Director in one of California’s most idyllic beach towns. While there are compelling professional challenges, the calming sounds of the surf and striking sunsets provide abundant opportunities for relaxation and an unmatched quality of life.

Morro Bay: Rock Solid Together
The City of Morro Bay is located on California’s picturesque Central Coast, halfway between Los Angeles and San Francisco, in San Luis Obispo County. Boasting a close-knit community of approximately 10,500, the City is blessed with a temperate year-round marine climate that offers residents the peaceful tranquility of a coastal fishing village, and entertainment. Our City motto, “rock solid together” says everything you need to know about our community attitude of collaboration and cooperation.

Morro Bay is instantly recognizable to anyone who has traveled up the California Coast thanks to Morro Rock, a 500-foot extinct volcano that serves as a breathtaking attraction for visitors and long-time residents alike. On a given day, you can find surfers enjoying the glassy water of the bay, bird watchers observing the estuary, or travelers setting up camp on the sand for the night. A tourist destination close to Hearst Castle and the Big Sur Coastline, the City of Morro Bay receives 800,000 visitors annually from all over the world, who are drawn to its natural beauty, slow pace, and quaint atmosphere.
**Morro Bay: Rock Solid Together**

While the City very much values its visitors (T.O.T is our number one source of revenue) the City is dedicated to our Morro Bay residents. They are active and involved in their community, and the City makes every effort to communicate important issues clearly and involve them in decision-making processes when appropriate.

Morro Bay is a beautiful place to call home. In addition to the incredible nature that surrounds the City, it also boasts 13 parks, a county golf course, and a charming downtown corridor that includes used bookstores, arts and crafts stores, coffee shops, restaurants, and more. Our community enjoys a number of City-hosted events, including the Winter Bird Festival, Cruisin’ Morro Bay Classic Car Show, Fourth of July Celebration, Art in the Park, Harbor Festival, Avocado Margarita Festival, Ironman Triathlon and Lighted Boat Parade.

Recently complete is a $140 Million Water Reclamation Facility that replaced the City’s existing wastewater treatment plant with an advanced water purification facility that will protect the environment and contribute a safe and reliable water source for Morro Bay homes and businesses. Other exciting developments in the works include new housing, building a new park through California’s Prop 68, the construction of a pedestrian and bike trail between Morro Bay and neighboring Cayucos, and procuring the City’s dog beach from Chevron. All these changes speak to the City’s goal of maintaining its small-town charm and appreciating the old while embracing the new.

**The Department**

The Department includes Planning, Building, and Code Enforcement with a staff of ten. Department projects include a recent full update to the City’s General Plan/Local Coastal Plan as well as comprehensive update to its Zoning Code/Coastal Implementation Plan. Other Department initiatives in progress include a new Master Plan for the 107-acre Morro Bay Power Plant property, development of a Downtown Design District, pending launch of a comprehensive update to the City’s 1996 Waterfront Master Plan as well as Department initiatives to streamline permit processing, efficiency, and communication with the public.

The Community Development Director should be customer-service focused, diplomatic, an excellent communicator, and strongly believes in the value of teamwork and community engagement. They are a working director committed to delivering excellent work and making a difference in the community along with the team they lead. Coastal land use experience in strongly preferred.
The Ideal Candidate

- **Globally minded:** Value diverse points of view, identifying partnership opportunities and exhibiting coalition-building skills.
- **Visionary:** Creative and enthusiastic about communicating their vision for the City’s future.
- **Strategic:** Effective at assessing community needs, the City’s strengths and limitations, and potential outcomes.
- **Diplomatic:** Works well with elected officials and navigates the political environment effectively.
- **Results-driven:** Motivated by a positive result, with the skills to manage a project to completion.

The City Organization

The City of Morro Bay is a general law city and operates under the council-manager form of government. The five-member City Council consists of the directly elected Mayor and four Council Members. The Mayor is elected to a two-year term and Council Members are elected to four-year terms, all elected at large without limits. The Council appoints only the City Manager and the City Attorney. The City Council enjoys a positive and effective relationship with each other and with City staff.

Morro Bay is a full-service City with a FY 23/24 budget of $71.5 million and healthy reserves. Services are provided by a staff of 108 FTE employees, organized in the following departments: City Manager’s Office (City Clerk and Human Resources), Administrative Services (Finance and Information Technology), Community Development, Fire, Harbor, Police, Public Works, and the Recreation Services division.
Preferred Education and Experience:

- Graduation from an accredited college or university with major work in planning, or a closely related field
- Possession of Master’s degree in Planning or Public Policy Administration
- Five years of increasingly responsible experience in professional planning including staff supervision in California
- Experience with the California Coastal Zone
- GIS experience and General Plan Update experience

Plan Morro Bay:

Plan Morro Bay is the City of Morro Bay’s General Plan and Local Coastal Program (LCP) Land Use Plan (LUP). It presents a community vision for Morro Bay through 2040. This document represents the culmination of a multiyear community-wide effort to reflect and define what Morro Bay wants to be as a community. The community seeks to retain its reputation as a unique, eclectic community on the beautiful Central Coast of California while simultaneously enhancing the resiliency of the region and making strides to preserve and protect natural resources.

Plan Morro Bay is organized around a framework for resiliency. Each element of this plan addresses different aspects of the community and identifies measurable actions to guide residents, decision-makers, businesses, and City staff toward achieving the vision. Goals established within Plan Morro Bay will help the community enhance and maintain its identity as a seaside community that values its charming, artistic town character, working waterfront, and healthy environment and lifestyle, while guiding the City toward a more sustainable future. Plan Morro Bay establishes overarching City policies and priorities that describe how the community intends to use and manage its physical, social, and economic resources.

Plan Morro Bay was developed through an extensive public outreach and involvement process and following careful analysis by an advisory committee, commissions, City staff, elected officials, and the community. This is Morro Bay’s plan for the future. The community takes great pride in this document and is committed to achieving the vision it describes.
Understand Morro Bay:
To enhance your understanding of our community and the City's activities, we encourage you to explore our recorded City Council meetings, which offer valuable insights into Morro Bay's governance and decision-making processes. You can access these recordings on our YouTube channel at the following link: https://www.youtube.com/@cityofmorrobay6796/videos. Watching these meetings will provide you with a comprehensive overview of the issues, projects, and discussions that shape our city. We believe it will be a valuable resource as you continue to explore the possibility of joining our team. You can also view our Council meetings live https://www.morrobayca.gov/ArchiveCenter/ViewFile/Item/7345. This position attends every City Council meeting, which is at 5:30 PM on the 2nd and 4th Tuesday's of the month and typically last between 2-5 hours. This position also attends Planning Commission meetings which are held at 6:00 PM on the 1st and 3rd Tuesday's of the month.

6 Must-Dos

1 Visit Morro Bay!
2 Check out our Tourism Website
3 Check out our Facebook page
4 Look at our Budget Book
5 Read the Estero Bay News
6 Read the City's General Plan/Local Coastal Program (LCP) (Plan Morro Bay)
You Will Have Prior Knowledge of:

- City and regional planning with emphasis on zoning administration practices
- State, Municipal, and County laws and ordinances governing land use and zoning, including the California Environmental Quality Act
- Methods of preparing designs, plan estimates, reports, applicable zoning ordinances and State and Federal laws
- Understanding of principles of supervision, training and disciplines basic principles of economics and budgeting techniques.

You Will Possesses the Ability to:

- Prepare, revise and interpret a sound planning and local coastal program for the City
- Collect and analyze data, and recommend revisions in a general plan consistent with local needs
- Prepare ordinances and formulate recommendations for land use policies
- Plan, organize, and supervise the activities of the department; assist in preparation and administration of department budget and controls
- Establish and maintain effective working relationships with the public and other City officials
- Work effectively with boards and commissions involved in zoning and planning activities and prepare clear, concise, and accurate reports; speak and write effectively.

The Recruitment Process

Interested candidates should submit a resume and cover letter online at www.morrobayca.gov. Apply ASAP, the recruitment will close once we establish a qualified list of candidates.

The City of Morro Bay is an Equal Employment Opportunity Employer. It is the City’s policy to ensure equal employment opportunity for all persons seeking employment or promotion to assure equal employment opportunity based upon ability and fitness to all persons regardless of race, religious creed, color, national origin, ancestry, sex, childbirth, breast-feeding, age, physical or mental disability, medical condition, sexual orientation, marital status, gender identity, gender expression, genetic characteristics or information, military or veteran’s status, and/or any other category protected by federal and/or state law.