



CITY OF LAS VEGAS, NEVADA

Director of Economic and Urban Development

Join the vibrant City of Las Vegas and lead the effort to diversify its economy through new businesses and housing opportunities.

■ THE COMMUNITY

As one of the world's most renowned destinations, Las Vegas delivers 24/7 excitement in the form of world-class entertainment and hospitality, gaming, dining and shopping. The City of Las Vegas, which encompasses more than 133 square miles within the Las Vegas metropolitan area, is also swiftly becoming a center of business for many reasons, including location and accessibility, tax advantages, climate and lifestyle.

With no state income tax and no business income tax, Nevada's business climate ranks seventh among the 50 states, according to the Tax Foundation's 2020 State Business Tax Climate Index. Additionally, the state does not impose estate, franchise, gift or inventory taxes, and there are no taxes on corporate shares with limited property tax increases.

Las Vegas is a thriving metropolitan area, home to more than two million residents who enjoy its parks, recreation areas, shopping, dining, and entertainment. It is easy to enjoy these amenities year-round, as Las Vegas experiences at least 310 days of sunshine annually, along with low humidity. Our climate is free from most severe forms of weather and natural disasters as well.

Residents enjoy nearby hiking at the Red Rock Canyon National Conservation Area, kayaking down the Colorado River, and skiing at Lee Canyon during the winter. Within a day's drive are venues such as Zion National Park, the Grand Canyon, Disneyland, and more. For sports fans, the City is home to the NFL's Raiders and the NHL's Golden Knights, as well as WNBA, minor league baseball, and soccer teams.

*In Sunset Magazine's list of the "24 Best Places to Live and Work,"
Las Vegas was ranked as the 2nd best place in the U.S. to start a career.*

■ CITY GOVERNMENT

The City of Las Vegas was founded in 1905 and incorporated in March 1911. The City is governed under the council-manager form of government. The mayor is elected at-large and six council members are elected from wards for overlapping four-year terms. The City has inter-local agreements with Clark County and the cities of Henderson, North Las Vegas and Boulder City for joint water, transportation, library, and solid waste services. Police services are provided by the Las Vegas Metropolitan Police Department, which is another jointly supported venture of the City of Las Vegas and Clark County, led by an elected sheriff. The City employs over 3,300 personnel and operates with a general fund budget of approximately \$572 million. In 2018, the City was named an All-American City by the National Civic League for showing how the community leverages civic engagement, collaboration, inclusiveness, and innovation to successfully address local issues.

Mission Statement

To provide residents, visitors and the business community with the highest-quality municipal services in an efficient, courteous manner and to enhance the quality of life through planning and visionary leadership.

■ ECONOMIC AND URBAN DEVELOPMENT

The Economic and Urban Development Department and Redevelopment Agency provide public services to the greater business community on behalf of the City. Business attraction and retention are key to the community's economic health and the department employs a variety of tools to this end such as incentives, tax increment financing, opportunity zones, and new market tax credits. Traditional sectors such as hospitality/gaming and healthcare have been bolstered by e-commerce and technology businesses like Zappos.com and many successful small businesses. The housing market continues to grow, offering a wide variety of choice to different lifestyles.

Major project areas include the Freemont Street Experience (the well-known entertainment district of downtown Las Vegas), Symphony Park (a center of culture, medicine, and architecture), the Las Vegas Medical District (where hospitals, educators, and providers are creating a new healthcare dynamic), and Enterprise Park (a mixed-use development in historic West Las Vegas).

The department's resources include 63 employees, 45 of which are in Parking Services, and a budget of \$30M for the Redevelopment Agency with \$12.7M for parking services. To learn more about the department, please visit: <https://www.lasvegasnevada.gov/Business/Economic-Development>





■ THE POSITION

The Director of Economic and Urban Development will plan, direct, manage, and oversee the operations of this department and the Redevelopment Agency. The incumbent will coordinate with potential developers, business interests, and other city departments and outside agencies while providing highly responsible and complex administrative support to the Chief Operations and Development Officer as well as the City Manager.

The Director will focus on Priority 3 – Diversify Economy – of the 2020 Citywide Strategic Plan. It will be particularly important to incentivize private investment to increase business development and housing options, and to support large scale business development in the undeveloped portion of the city.

For a full job description, please visit: <https://www.governmentjobs.com/careers/lasvegas/classspecs/886122>

■ IDEAL CANDIDATE

The ideal candidate will be an accomplished economic development professional who has proven that they can diversify economies and revitalize communities of appreciable scope and scale. Las Vegas has a particular need to broaden its economy as highlighted by the COVID-19 pandemic's impact on tourism, conventions, etc. Working in partnership with the City's appointed and elected leadership, the selected candidate will pay special attention to the various Council Districts' needs, whether that be new development on vacant land, vertical growth in the city center, or revitalization of depressed areas.

Being able to find out what citizens want and need in their community would be a mark of success, including contemporary thinking about how to make Las Vegas a place where remote employees want to live and work from home for companies physically located elsewhere. Strong candidates will possess a visionary, strategic orientation for economic development while also being able to focus on critical project details. Candidates should also be adept at establishing productive partnerships with current businesses and organizations in the community.

Core Competencies

- » **Community and National Engagement:** Identify and work with different communities locally and on the national stage to develop strategies that can be acted on.
- » **Economic Development and Political Acumen:** Possess expertise in economic development and political leadership. Present complex concepts and proposals in a respectful, collaborative and understandable way to build the community.
- » **Creativity and Innovation:** Creatively think to arrive at new solutions or courses of action. Carefully reflect on the quality of ideas to foster advancement.
- » **Leadership and Drive:** Influence and encourage people to give their best and inspire others to carry-on despite obstacles along the way.
- » **Marketing Ability:** Exemplify effective strategic planning, research and development, promotion, and customer service to the benefit of the community's economic health.
- » **Results Orientation:** Maintain a firm focus on useful results and outcomes and not just input activity and/or misdirected effort.
- » **Interpersonal Skills:** Have an ability to engage with other people in a positive way, regardless of their level or status.

Education and Experience

It is expected that the new Director of Economic and Urban Development will have a **bachelor's degree** in business or public administration (or a related field), and **six years** of increasingly responsible experience in economic, urban, business, and/or housing development, including **two years** of administrative and supervisory responsibility. A combination of formal education and directly related work experience may substitute for the degree. Possession of the Certified Economic Developer (CEcD) designation from the International Economic Development Council is desirable.

■ COMPENSATION AND BENEFITS

The salary range for this position is \$112,951 - \$180,724. Actual salary will be dependent on the qualifications and experience of the successful candidate. The City offers an excellent variety of generous benefits and financial incentives that include:

- » **Tax Structure** – Employees benefit from Nevada's very favorable tax structure - no state or local income tax, no inheritance tax, and no sales tax on food or drugs. Furthermore, the property tax rate is among the lowest in the country.
- » **4-10's Work Week**
- » **Retirement (Nevada P.E.R.S.)** – No Social Security deductions, except for small, mandated Medicare portion (1.45%).
- » **Medical, Dental, Vision Insurance Program** – Five medical plans available, plus two dental and vision plans each. City pays 100% of employee premium costs and 50% of dependent premiums.
- » **Leave** – Generous vacation, sick leave and paid holidays including leave sell back and a birthday holiday.
- » **Annual Health & Wellness Reimbursement** – Employees may apply for reimbursement up to \$2,000 annually for qualified out of pocket health and wellness expenses (i.e. gym membership and fitness wearables). Employee and family education benefits are also available (tuition assistance and student loan repayment).
- » **Deferred Compensation** – City matches dollar for dollar up to the following amounts per calendar year and employees are fully vested after five years:
 - 0 - 24 months \$4,000
 - 25 - 48 months \$5,000
 - 49 - 60 months \$6,000
 - 60+ months \$7,000
- » **Life Insurance** – \$100,000 City-paid policy.
- » **Short-term Disability Insurance** – City pays employee 100% of base salary for up to 90 days.
- » **Long-term Disability Insurance** – Benefits begin after 90 days of disability. Payment is up to 70% of earnings, up to \$15,000/month.

■ APPLICATION PROCESS & RECRUITMENT SCHEDULE

The initial review of resumes will occur on **Monday, February 22, 2021**. To be considered for this opportunity, please submit cover letter, resume, and a list of six professional references via: <https://executivesearch.cpshr.us/JobDetail?ID=1743>



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Selection Process

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant qualifications will be invited to participate in an interview with the consultant. Subsequently, the most qualified candidates will be invited to participate in a selection process with the City. An appointment is expected following the completion of in-depth reference and background checks to be coordinated with the successful candidate.

The City of Las Vegas is an equal opportunity employer and values diversity at all levels of its workforce.

