



CITY OF LAS VEGAS, NEVADA

Economic and Urban Redevelopment Manager

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 2021 State Business Tax Climate Index. Additionally, the State does not impose estate, franchise, gift or inventory taxes, and there are not taxed 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.

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 \$628 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 choices to different lifestyles.

Major project areas include the Fremont 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 allocated to parking services. To learn more about the department, please visit: [City of Las Vegas > Business > Economic Development \(lasvegasnevada.gov\)](https://www.cityoflasvegasnevada.gov/business/economic-development)





■ THE POSITION

The Economic and Urban Redevelopment Manager will direct, manage, supervise, and coordinate the programs and activities of the Redevelopment Division within the Economic and Urban Development Department. The incumbent will receive administrative direction from the Director, Economic and Urban Development **and** as a formal supervisor themselves, lead, coach, collaborate, evaluate, and measure results in a team environment. The Economic and Urban Redevelopment Manager shall steer the coordination of the redevelopment plan and project development, construction, and completion; and will provide highly responsible and complex administrative support to the Director, Economic and Urban Development.

All services and activities within the Redevelopment Division, which encompasses coordinating and interacting with other city departments and outside agencies, developing solutions to investment problems, strategizing to revitalize the City of Las Vegas, acquiring property required for redevelopment projects – including downtown redevelopment – and the drafting of related bills to be presented to the legislature **shall** be essential for the Economic and Urban Redevelopment Manager.

■ IDEAL CANDIDATE

The ideal candidate will be a team-oriented person and an accomplished redevelopment professional who has proven that they can pivot between 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. Strong candidates will possess a skillset which demonstrates contemporary thinking about business retention, expansion and attraction programs, financial incentives, property acquisition assistance, disposition assistance, management, and relocation. One of the most expected candidate skills, is creativity. While Las Vegas has a particular need to broaden its economy, the candidate who can create something better than what exists while ensuring the property meets the demands of the modern lifestyle, aligns with the existing community, and looks ahead to incorporate the appropriate construction technology would be ideal. Candidates should also be adept at establishing productive partnerships with current businesses and organizations in the community.

Core Competencies

- » **Community Engagement:** Identify and work with different communities locally 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:** Think creatively to arrive at new solutions or courses of action. Carefully reflect on the quality of ideas to foster advancement.
- » **Thinking Globally:** Find effective solutions and prioritize problems using holistic, “big picture” thinking.
- » **Reinforcing Organizational Health:** Review existing processes, practices and policies routinely to ensure a balance in the ability to work productively and efficiently with employee needs for empowerment and development.
- » **Interpersonal Skills:** Have an ability to engage with other people in a positive way, regardless of their level or status.
- » **Establishing Trust:** Notice, interpret and anticipate others concerns and feelings. Create opportunities for collaborative and respectful dialogue.

Education and Experience

It is expected that the Economic and Urban Development Manager have a **bachelor’s degree** in economics, business administration, public administration, planning (or a related field) and **four years** of increasingly responsible experience in redevelopment, including **two years** of supervisory or lead responsibility. A combination of formal education and directly related work experience may substitute for the degree.

COMPENSATION AND BENEFITS

The salary range for this position is **\$86,052 - \$137,686**. Actual salary will be dependent on the qualifications and experiences of the successful candidate. The City offers an excellent compensation package.

- » **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

Interested candidates should **apply immediately** by submitting a cover letter, resume, and a list of six professional references via: <https://cpshr.us/recruitment/1833>. This position is open until filled but may close at any time once a final selection is made.

First review of resumes will begin Monday, August 30, 2021.



Paula Adams
CPS HR CONSULTING
916-471-3350
padams@cpshr.us
www.cpshr.us/search

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.

