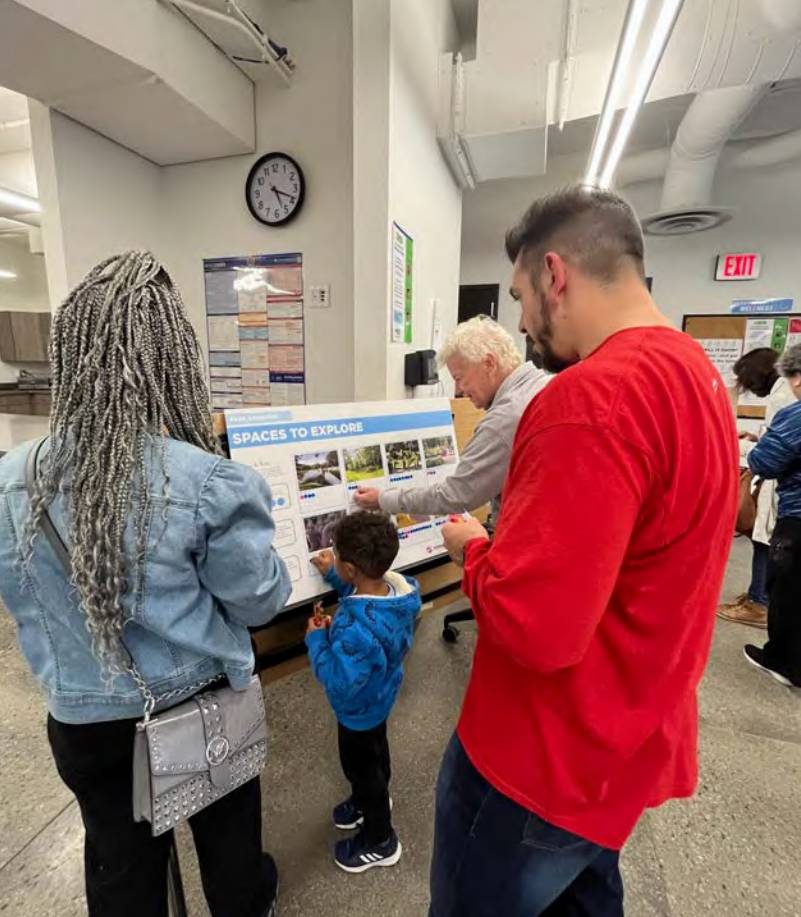




City of Wauwatosa **Development Director**





Position Overview: Development Director

The Development Director plays a key role in advancing the City of Wauwatosa's mission and vision by overseeing the strategic and day-to-day operations of the Development Department. The Development Director is responsible for leading community and economic development initiatives and negotiating complex public and private real estate and economic development deals.

The Development Director is a highly visible management position providing leadership, direction and general oversight of the Development Department, comprehensive planning, zoning, development and redevelopment, economic development, building and safety, code enforcement and housing activities.

The work involves significant community engagement and public involvement with elected officials, residents, businesses, neighborhood groups, developers and other city departments.

The Work: Development Director

Here is a little more information about the essential job functions:

- **Strategic Planning:** Works with elected officials, Plan Commission, Community Development Authority, advisory boards, City department heads, and other agencies and jurisdictions to develop and implement long-range strategic approaches, goals, and plans for growth management, environmental protection, neighborhood preservation and revitalization, and resident involvement in planning processes. Facilitates and promotes ongoing research into new approaches and trends, and recommends implementation of programs to assist elected officials and the community plan for the future.
- **Land Use Planning, Zoning, and Development Regulations:** Oversees the comprehensive planning process work of the City. Directly or through staff sees to the update and regular maintenance of the Comprehensive Plan, neighborhood plans, zoning and development codes and regulations to implement the Plan, and the review and enforcement of permitting and compliance processes under these regulations.
- **Integrated Development and Building Plan Review:** Coordinates the work of the “one-stop” City permitting service for planning and zoning, building, public works, and fire permit applications. Collaborates with City departments to streamline the permitting operation, to implement new technology, and to staff appropriately for effective processes and systems. Evaluates workloads, resource allocations and efficiency of systems, and establishes priorities for completion of permit review processes, including providing information and education to promote user compliance and satisfaction.
- **Community and Neighborhood Development Services:** Oversees the City’s programs and planning for low-income and affordable housing, use of various grants and non-property tax dollar funding sources, and targeted development projects for neighborhoods. Works with neighborhood groups and representatives, community service providers, business owners and developers to address neighborhood issues and concerns related to preservation and quality of life issues, revitalization, housing, and human needs.



The Work: Development Director

A little more information about the essential job functions:

- **Resident Involvement and Communications:** Directs planning and presentation of public involvement programs for neighborhood and community-wide issues and planning and development processes and projects. Oversees work plans and staff assignments to facilitate efficient and meaningful public involvement and policy direction. Collaborates internally with other departments for City-wide resident communication to disseminate information on Planning and Community Development projects and processes. Provides staff support from within the department for the Plan Commission, Community Development Authority, Community Affairs Committee, Community Development Block Grant Committee, TIF Joint Review Board, Board of Zoning Appeals, and other boards and commissions related to the work of the department.
- **Leadership and Management:** Develops and maintains a workforce committed to exceptional customer service, results orientation, and teamwork. Oversees four divisions: Planning, Building & Safety, Housing Services, and Economic Development.
- **Fiscal and Business Management:** Ensures the financial well-being of the Department by establishing cost control measures and monitoring all fiscal operations of the Department. Prepares annual budget and justifies budget requests and amendments. Projects and procures revenues and funding for the work of the Department, including management of permitting fees and funds and accessing federal and State funding sources. Ensures the efficient and economical use of Departmental funds, manpower, materials, facilities and time.



The Priorities

- Complete the Comprehensive Planning process and implement the subsequent update to the Zoning Code.
- Lead and enhance the city's affordable housing initiatives.
- Ensure appropriate development and redevelopment for the city to achieve a healthy net new construction number to adequately fund future budgets.
- Partner with communications to ensure transparent communications and outreach strategies are in place for the department.



The Successful Candidates

The Development Director is a strategic, forward-thinking leader excited by the opportunity to influence the continued economic growth of Wauwatosa. The successful candidate understands the big picture, clearly articulates the vision, and collaborates in shaping the future while remaining grounded and realistic in what is possible. A person of exceptional character and known for their ability to execute, the successful candidate offers confidence grounded in experience and performs innovative and creative work to support a thriving economy.

Successful candidates will possess a master's degree in business, public administration, urban planning or a related field with at least ten years of progressively responsible work involving community development, redevelopment and revitalization, and economic development, with demonstrated leadership experience and abilities. Prior direct experience in a growing, diverse community is highly desired.

How to Apply

To find out more, please find the full job description and consider applying at wauwatosa.net/careers. If applying, you will be asked to complete a brief online form and include a cover letter and resume. This position will be open until filled with the first review of applications on May 17, 2024.

Questions

Please contact Beth Mbow, HR Director, at bmbow@wauwatosa.net or (414) 479-8955.

About Wauwatosa

- Wauwatosa is Wisconsin's 14th largest city with 48,387 people. However, during the day, Wauwatosa becomes Wisconsin's 4th largest city. Our population more than doubles to 112,000.
- Positioned at the heart of the Metro-Milwaukee region, Wauwatosa serves as a prominent hub for retail and office development. We're home to the Milwaukee Regional Medical Center, Mayfair Mall, and several large employers in medical research, information technology, and advanced manufacturing.



Housing Opportunities and Challenges

In Wauwatosa, we work to be creative, forward thinking and thoughtful in how we address housing development and redevelopment. While we are limited in some growth due to our geographic borders, we are continually looking for ways to improve our housing options. We realize the best way to address the rising cost of city services beyond business growth, is to increase housing accessibility and affordability especially with multi-family and single-family homes across all incomes.

To learn more, please find:

- **Housing Study** - published in 2023, Wauwatosa's housing study outlines the city's current stock, desire to increase affordability, challenges of the market, and more facts.
- **Housing Rehabilitation Program** - We realize Wauwatosa has many existing homes just a few upgrades away from being attractive or accessible spaces for individuals and families looking to call Wauwatosa home. Our team members have created a robust rehabilitation program that already has fifteen projects underway, assisting with installing furnaces, repairing foundations and making each home fully accessible. We believe ideas like this will increase property values and help address housing needs.
- **City plans** - Wauwatosa has a handful of city plans that guide planning and decision making. Go to wauwatosa.net and search for city plans. Also check out the ongoing project of drafting the comprehensive plan at wauwatosa.net/plan.

Benefits & Compensation

Comprehensive and competitive benefits package:

- Health insurance, including Health Reimbursement Account (HRA)
- Dental insurance
- Vision insurance
- Paid parental leave
- Pension - Wisconsin Retirement System
- Life insurance
- Flexible Spending Accounts, Health Care FSA & Dependent Care FSA
- Deferred compensation
- Retirement Health Savings Account

Employee Wellness Program

- Onsite Workplace Clinic, all services received in the clinic are free
- Wellness, nutrition & fitness coaching
- Mental health resources
- Onsite fitness centers
- Group fitness classes
- Annual wellness screening
- Employee Assistance Program
- Ongoing wellness initiatives & programming

Total Rewards & Flexibility

- Pay for performance
- Paid time off
- Commitment to training & professional development
- Employee appreciation & recognition
- Flextime and flexible work arrangements are available in many departments across the City to help employees increase their effectiveness at work and home. Employees should talk with their manager to find out which arrangements may be available to them.

Compensation

- The salary range for this position is \$126,734 to \$161,928.



City of WAUWATOSA

DEMOGRAPHIC OVERVIEW



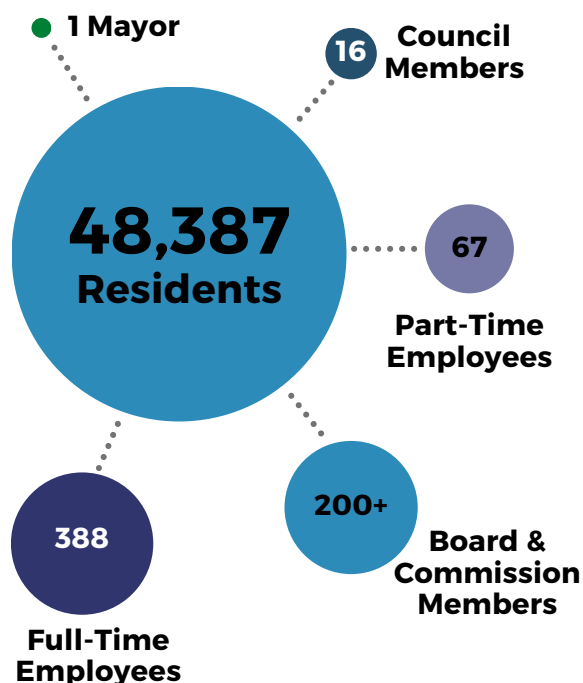
Wauwatosa is Wisconsin's 14th largest city with 48,387 people.

However, during the day, Wauwatosa becomes Wisconsin's 4th largest city. Our population more than doubles to 112,000.

Source: U.S. Census Bureau 2020 Decennial Census

Residents are served by nearly 500 employees and elected officials.

Source: City of Wauwatosa



Engaged Citizens
Nearly

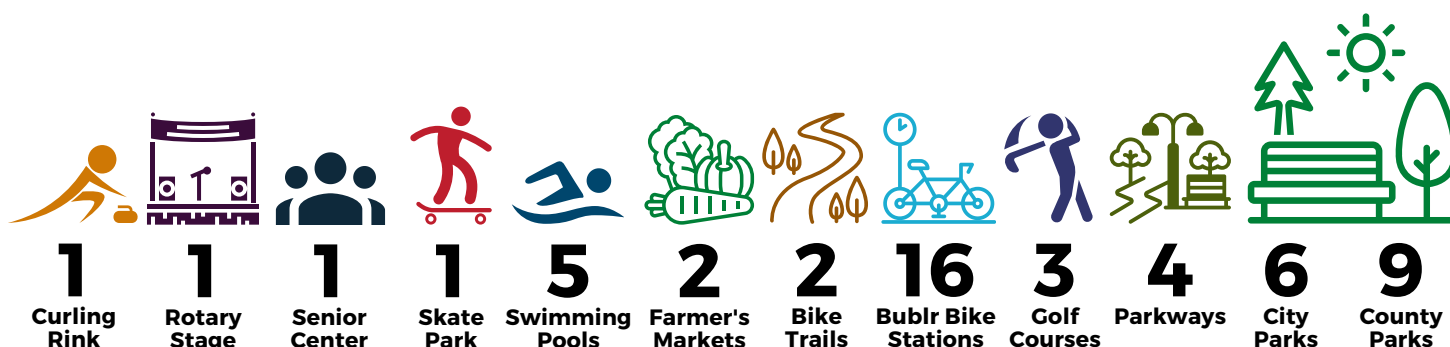
91%

of U.S. citizens over the age of 18 residing in Wauwatosa are registered voters. Nearly 91% of Wauwatosa's 34,895 registered voters cast a ballot in the November 2020 General Election.

Source: City of Wauwatosa and U.S. Census Bureau 2020 Decennial Census

Residents enjoy a wide range of parks and recreational facilities.

Sources: City of Wauwatosa, Milwaukee County Parks



Wauwatosa's population has a median age of 38.4 years, younger than both the state and national median ages.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimate

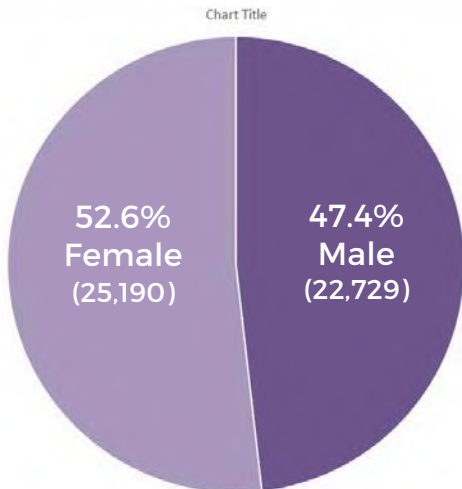


Under 5	Ages 5-19	Ages 20-24	Ages 25-34	Ages 35-44	Ages 45-54	Ages 55-64	Age 65+
2,848	8,609	2,013	8,189	6,759	5,674	5,501	8,330

Median Age: 37.9 years. Wisconsin median: 39.5 years. United States median: 38.1 years.

There are 2,464 more women than men living in Wauwatosa.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimates



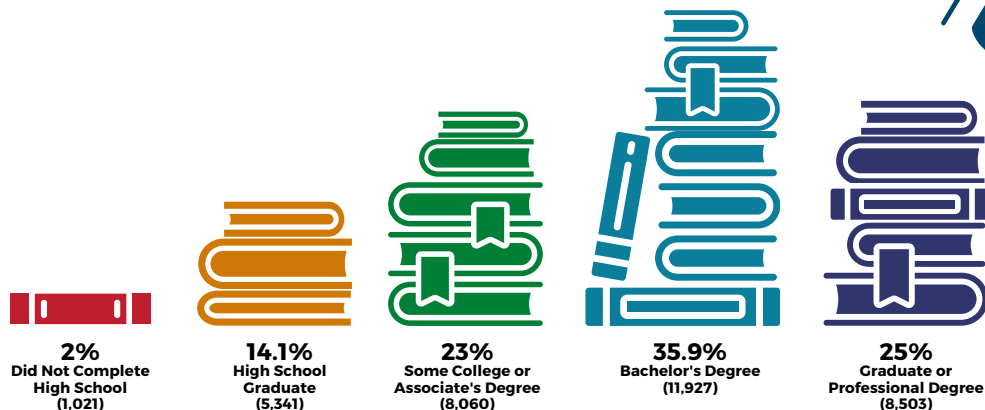
82.6% of Wauwatosa residents are non-Hispanic white, while 17.4% are of another race or ethnicity.

Source: U.S. Census Bureau 2020 Decennial Census



Wauwatosa is an educated community, with 61% of adults holding a Bachelor's degree or higher.

Source: 2022 American Community Survey 5-year estimate



Educational Attainment of 34,852 Wauwatosa Residents 25 Years and Over



HOUSING CHARACTERISTICS

City of
WAUWATOSA

Wauwatosa has a range of different housing styles and densities.

Source: U.S. Census Bureau 2020 Decennial Census and 2022 ACS 5-Year Estimate



63.2%
Single Family
13,542 Homes



14.8%
20+ Units
3,175 Homes



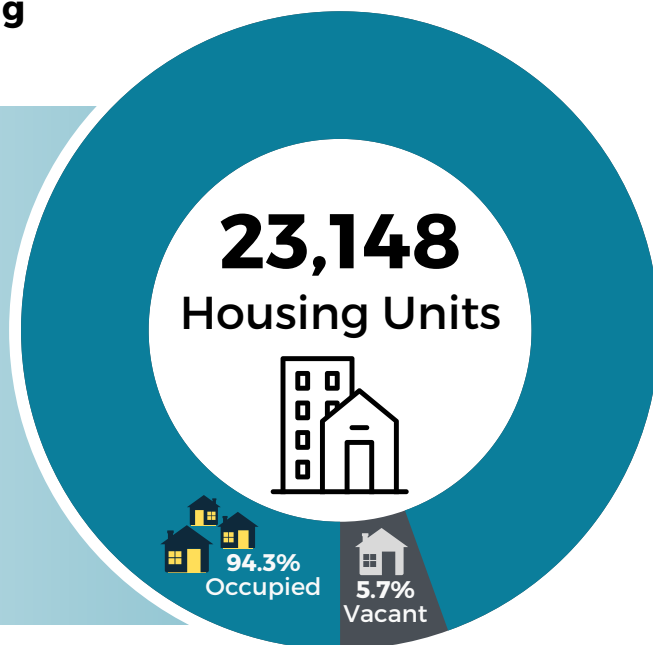
10.5%
Duplexes
2,246 Homes



6.2%
3-4 Units
1,328 Homes

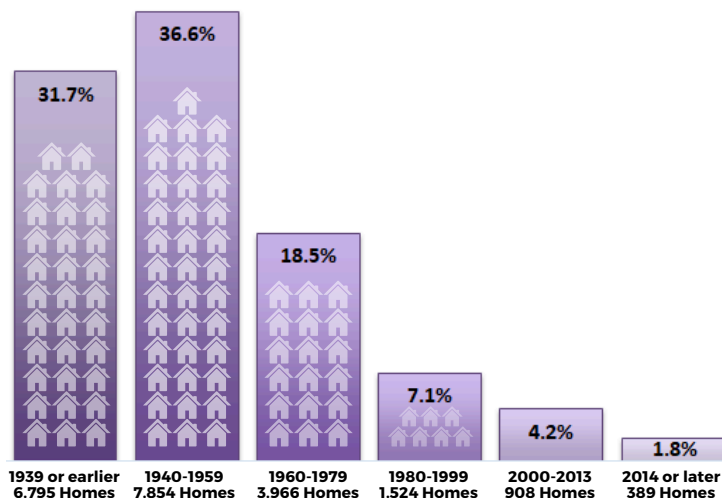


5.3%
5-19 Units
1,138 Homes



Most homes are older, with 31.7% built before 1940 and only 6% since 2000.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimate



63.5%

Owner-Occupied
(0.6% Vacancy)

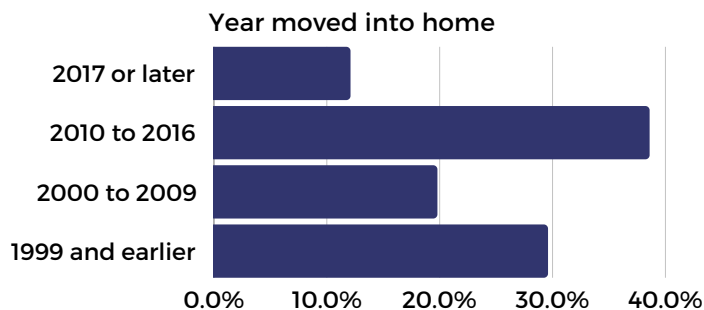
36.5%

Renter-Occupied
(5.5% Vacancy)

Source: U.S. Census Bureau 2019 ACS 5-Year Estimate

Wauwatosa residents tend to stay here, with nearly 50% of people moving in more than ten years ago.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimate



Wauwatosa has a median home value of \$242,800 and a median gross rent of \$1,312.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimate

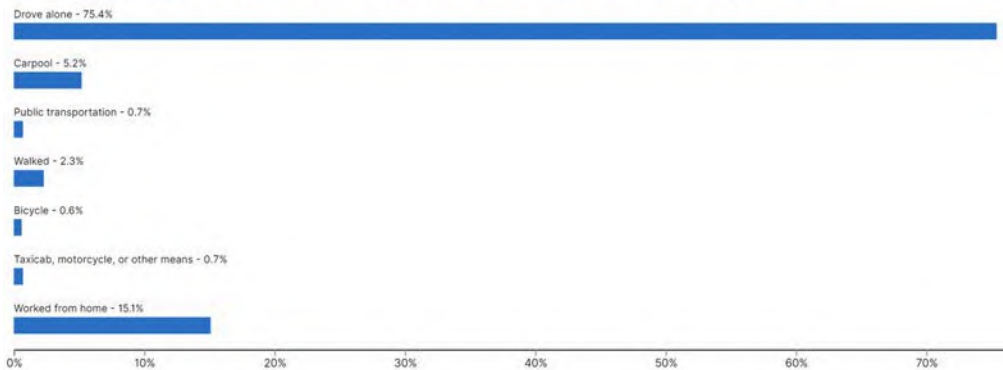


Published February 2024

EMPLOYMENT CHARACTERISTICS

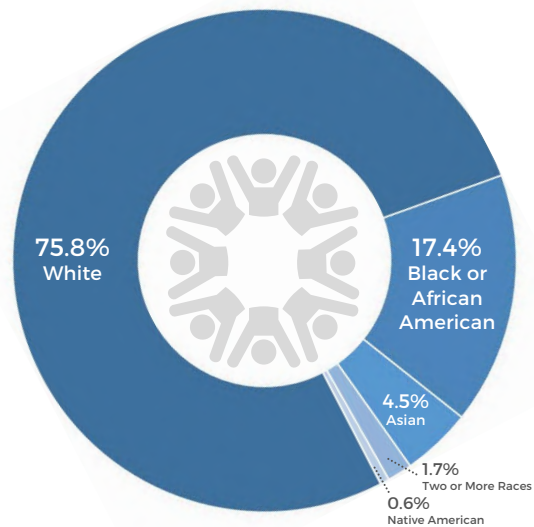
Wauwatosa residents commute in many different ways, with 90.5% of the workforce driving alone or working from home.

Source: 2022 American Community Survey 5-Year Estimates



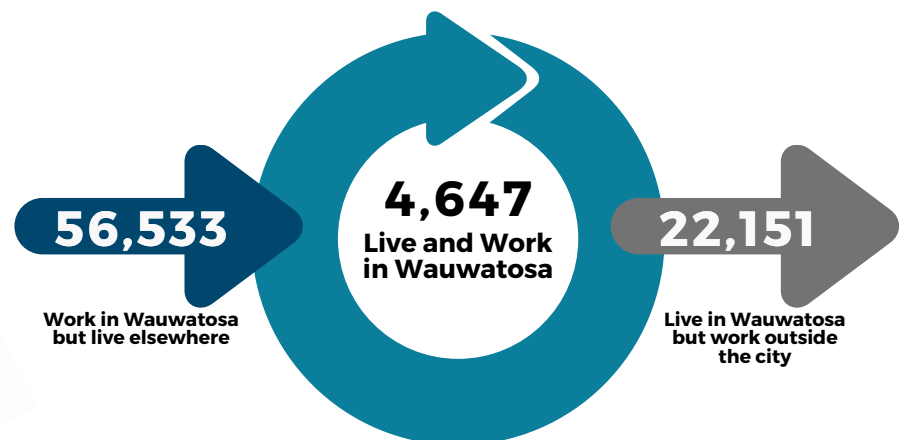
Wauwatosa's workforce is more diverse than its residents.

Source: U.S. Census Bureau 2019 LEHD data



More than 56,000 workers come to Wauwatosa to work, but do not live in the city.

Source: U.S. Census Bureau 2019 LEHD data



7.6% of all workers are Wauwatosa residents, while 32.0% reside in the City of Milwaukee, 3.7% in West Allis, and 3.5% in Brookfield.

Wauwatosa has higher incomes than Milwaukee County and Wisconsin, with a median household income of \$93,812.

Source: U.S. Census Bureau 2022 ACS 5-Year Estimate

