



CITY OF
OURAY
COLORADO

Community Development Director

Salary Range: \$90,000—\$106,000

Depending on Qualifications

KRW Associates LLC is assisting with this search.

Application materials are to be submitted to: apply@KRW-Associates.com

Deadline: January 10, 2025, (5:00 PM MST)





The City & Surrounding Community

The City of Ouray, Colorado is located in southwest Colorado 40 miles south of Montrose and 70 miles north of Durango. Sitting high in the San Juan Mountains (elevation 7,792), Ouray is commonly referred to as the “Switzerland of America”. The year-round population of Ouray is over 1,000 but has many second homeowners. As the county seat, the City enjoys an excellent working relationship with both Ouray County and the nearby town of Ridgway.

The City has a rich history, starting with Native Americans, and then early Spanish explorers, who frequented the hot springs. Ouray was famous for its vast gold and silver reserves when mining became a major economic driver. The City was incorporated on October 2, 1876. Since that time, it has earned a reputation as a great destination for families and outdoor adventures. With tourism as the predominant economic driver, a vast array of recreational activities are available year-round. Locals and visitors enjoy hiking, rock climbing, ice climbing, off-roading, backcountry skiing, snowmobiling, snowshoeing, ATV rentals, soaking in the many hot springs, and more. While popular in the winter, Ouray is primarily known as a summertime destination. The Fourth of July holiday is especially busy, when over 15,000 people typically visit or pass through Ouray. The Ouray School District No. R-1 is highly rated and offers exceptional educational services. In the 2024 school year, 177 students were enrolled in PK, K-12; the teacher student ratio was 8:1. To learn more, go to: [Welcome to City of Ouray, CO](#) and [Visit Ouray](#).



The Opportunity

This is an excellent opportunity for an experienced planning professional to live and work in a beautiful destination where many visitors come to vacation. The successful candidate will serve an engaged and active community, make a meaningful contribution, all while growing professionally. The Community Development Director reports to the City Administrator and is a member of the executive staff.

The Position

The Community Development Director manages planning and zoning functions including the development and implementation of current and long-range master planning, oversees and coordinates community development and planning operations; oversees building inspection and code enforcement cases; develops, implements, evaluates and revises policies, practices, priorities, methods and procedures in order to improve efficiency and effectiveness of planning functions; enforces the City's zoning, land use, litter, and dumping, temporary and fixed encroachment, and sign regulations.

Below are examples of other responsibilities.

- Develops strategies to maximize collaboration with the local community.
- Advises the public, City Council, and the Planning Commission on land use policy.
- Oversees current planning and land use permits, annexations and policy development.
- Oversees the issuance of building permits.
- Responsible for site development review, flood plain administration, affordable housing coordination;
- Involved with the GIS mapping analysis;
- Provides general supervision to the city's Building Inspector.
- Participates in the recruitment and selection of departmental staff. Provides or monitors training and evaluates work performance.
- Provides staff support for the Planning Commission and the Ouray Economic Development Committee.
- Serves as the staff liaison to the citizens regarding current planning projects.



The Ideal Candidate

- Understands the sound principles and practices of economic development, rural planning and community organization.
- Is proficient with research and statistical analysis and the evaluation of research data. Plans and organizes comprehensive research studies. Prepares and presents technical reports.
- Has experience with local government structure and operations, including budgetary procedures and fiscal management.
- Has strong and demonstrated communication skills, both written and oral.
- Establishes and maintains effective relationships with co-workers, elected officials, the public, and staff from other federal, state and local government entities.
- Has the ability to administer a comprehensive work program; interpret codes accurately and effectively; enforce regulations with fairness, tact, and impartiality.
- Is respectful, thinks critically, maintains perspective and manages well in day-to-day interactions and under challenging circumstances.

Qualifications

- Bachelor's degree in urban planning, public administration, or a closely related field.
- Three (3) years of experience in a leadership/management role in community planning, urban/rural planning or similar position, and responsible for the duties listed above.
- An equivalent combination of education and experience may be considered.
- Proficient with GIS mapping software.
- AICP certified, or has the willingness and ability to become AICP certified.



Opportunities & Challenges

The successful candidate will...

- Work with community partner organizations to help meet the community's housing needs.
- Continue implementation of the new Community Plan adopted in 2020.
- Work to ensure a smooth implementation of the recently adopted Land Use and Sign Codes changes.
- Oversee and administer grant opportunities to assist in funding infrastructure needs for affordable housing.
- Provide administrative and technical assistance for the new Water and Wastewater Treatment facilities to meet the growing needs of the community. These facilities were constructed to meet maximum demand at the full build-out of Ouray.
- Work with a supportive City Administration, including the Planning Commission and City Council.
- Work with businesses and developers on new construction projects and redevelopment plans.
- Oversee code enforcement in cooperation with the City's Building Inspector.



Compensation & Benefits

Salary Range: \$90,000—\$106,000

Summary of Benefits

- ◆ Health Insurance (CEBT)
- ◆ Dental Insurance (Delta Dental)
- ◆ Vision Insurance (VSP)
- ◆ Life Insurance (CEBT)
- ◆ Long-term Disability Plan (Unum)
- ◆ Voluntary Supplemental Plans (Aflac)
- ◆ Retirement- 401(a) Plan (CO Retirement Association)
3% pre-tax employee contribution, matched by City.
5-year vesting
- ◆ Voluntary 457 Deferred Compensation Plan
- ◆ Flexible Spending Account
- ◆ Generous and Flexible Vacation Benefits
- ◆ Sick Leave Accrual - 8 hours for each month of regular employment
- ◆ Holiday Leave - 14 days per year (including 2 personal holidays)
- ◆ Additional benefits include a swimming pool pass, fitness center pass and discounted rates for family members at the Hot Springs & Fitness Center.
- ◆ Monthly Housing Stipend or Down Payment Assistance to be determined during contract negotiations.*





Apply Online

[Open Positions](#) | [KRW Associates \(krw-associates.com\)](#)

Click on the *[Position Information](#)* then *[Apply Here](#)* at the bottom of the posting.

or

Apply By Email

Email your cover letter, resume and six professional references to: apply@krw-associates.com

Deadline: Friday, January 10, 2025 (5:00 PM MST)

Questions?

KRW Associates LLC is assisting the City of Ouray with this search.

Questions should be directed to: info@krw-associates.com or

KRW Managing Partner, Lorne Kramer | 719-310-8960,

KRW Senior Associates, Mark Collins | 307-460-1941, or Gina McGrail | 303-249-9572.

The City of Ouray is an equal opportunity employer.