



The City of Loveland, Colorado

invites qualified candidates to apply for the following:

# Development Services Director

Loveland is a full-service city, providing its residents with Parks and Recreation, Cemetery, Police, Fire through Loveland Fire Authority, Library, Planning, Code Enforcement, Permitting, Power (electric), Municipal Fiber, Water, Wastewater, Economic Development, Finance, Human Resources, Information Technology, Municipal Court, and Cultural Services. The Northern Colorado Regional Airport is located in Loveland along Interstate 25 and is publicly owned and operated through a partnership between the City of Loveland and the City of Fort Collins.

**Through collaboration with diverse partners, the City of Loveland Development Services Department works to build a vital and sustainable community.**







## About the Position

The City of Loveland, Colorado – a vibrant community surrounded by natural beauty – is seeking a new Development Services Director. Reporting to the Deputy City Manager, the Development Services Director will exemplify the City of Loveland’s values of accountability and integrity, transparency and honoring the public trust, collaboration, innovation, safety, and excellent service with courtesy and kindness, combined with our mission of achieving our vision through innovation, dedication, and excellent service delivery.

The Development Services Director delivers administrative, managerial, and leadership services associated with the provision of essential community services provided by the Building, Current Planning and Community & Strategic Planning Divisions. This position also serves as a liaison to City and community boards and commissions, committees, and task forces as assigned.

The person in this position ensures an effective and efficient development services process including management of the administration of the building, zoning, annexation, and subdivision codes; various planning related master plans and the land records and geographic information systems of the department. They coordinate with other City departments to oversee ongoing workloads, manage performance expectations, and identify and resolve problems in a timely and effective manner.

The Development Services Department has several significant planning initiatives underway, including:

- **Review/Case Tracking Software:** Implementation of a new, more robust, streamlined, and applicant-accessible software will occur in 2025. The new software will be used by all participating review departments for both the planning and building permitting operations.
- **Amendments to Zoning Standards:** Ongoing efforts are underway to comply with new state legislation to achieve lower cost housing options, including relaxed ADU standards, elimination of residential occupancy limits and affordable housing incentives.
- **Small Lot Development Standards:** Coordination is progressing with other departments to adjust development standards and fees to facilitate smaller lot development and missing middle housing.
- **Metro District Service Plans:** Development Services is working in cooperation with other departments to update the City’s service plan requirements for Metropolitan District applications.
- **Sign Code Rewrite:** Staff will be implementing the newly updated and adopted sign provisions.
- **Comprehensive Plan:** Looking ahead, the department will be initiating a 10-year update of Create Loveland, the City’s master plan.

The City of Loveland operates under the Council-Manager form of government, with a City Manager overseeing all personnel and the day-to-day operations of the City. The City Council is a nine-member policy-making board that serves as the City’s legislative body, with eight members of Council elected by Wards serving four-year terms. The Council is led by the Mayor, who is elected by the community at large to serve two-year terms.



## Ideal Candidate

Our Development Services Department and Development Review staff have a commitment to excellent service. This kind of culture requires engaged, proactive and visionary leadership. The following are the desired professional and personal attributes for Loveland's next Development Services Director:

- Strong leader with a history of collaborative skills and ability to inspire and motivate;
- Continuous improvement philosophy with track record of successfully implementing innovative projects and services;
- Effective public presentation skills with ability to explain complex issues and considerable experience making presentations to City Councils or comparable groups;
- Values positive employee relations and is a consensus builder who respects the individual within collaborative teams;
- Keen intergovernmental relations skills with ability to gain respect and work effectively with other area municipalities and state and federal governments;
- Relationship-builder and active listener who communicates effectively with all stakeholders;
- Works within interdepartmental teams on special projects in cooperative manner and ensures same for other Development Services staff; and
- History of being active in professional associations which results in being current on industry trends and best practices.

This position requires a background that includes seven (7) or more years of managerial or supervisory experience in business, building, planning or a related field and a Bachelor's degree in Public Administration, City Planning, Engineering or related field. A Master's degree is highly desirable. An equivalent combination of education and/or experience may substitute for the education requirement on a year-for-year basis.

## Compensation

The expected hiring range for this position is \$139,177 to \$170,492 depending on experience and qualifications. The salary range for the position is \$139,177 to \$201,807. The City offers an excellent benefits package highlighted by defined contributions to a plan for retirement and a health clinic for employees and their families. The City will pay reasonable and customary relocation expenses.

## APPLY NOW

In order to be considered for this position and receive further information, please complete the application at [lovgov.org/jobs](https://lovgov.org/jobs).





### Quick Facts

Population: 82,460

Median Household Income: \$73,907

Median Home Value: \$524,800

Median Age: 39 years

All demographic information was sourced from the City's Annual Data and Projections Report

## About Loveland, Colorado

Nestled in the heart of Northern Colorado, Loveland is a vibrant and welcoming community with an exceptional quality of life. Known as "The Sweetheart City," our community blends small-town charm with big-city amenities, making it an ideal place to live, work, and explore.

Loveland stands out with its highly educated and thriving population. More than 39% of residents hold a bachelor's degree or higher, and income levels exceed national averages. Our City consistently earns recognition for its livability and is a gateway to Rocky Mountain National Park. Conveniently located along the I-25 corridor, Loveland is just an hour north of downtown Denver and 25 minutes south of Fort Collins, offering easy access to two of Colorado's largest cities.

For decades, Loveland has been a beacon for artists and art lovers. The city's dedication to the arts is woven into our identity and in 1985 Loveland made a profound commitment to the arts by becoming the first Colorado city to pass an Art in Public Places Ordinance, which designates one percent of the City's capital projects (valued at \$50,000 or more) for the purchase, display and ongoing maintenance of art.

Our community boasts 158 sculptures by world-renowned artists, two of North America's largest foundries, and four renowned sculpture parks. Loveland's annual art festivals attract visitors from near and far, reinforcing its reputation as a premier arts destination.

Loveland is Northern Colorado's retail and financial center. Our city offers a dynamic mix of shopping, dining, and entertainment, from the bustling retail lifestyle center featuring more than 70 specialty shops and restaurants to The Foundry—a transformative \$80 million downtown development featuring a hotel, a first-run boutique movie theater, and modern housing. Historic downtown Loveland is home to an eclectic selection of local businesses that contribute to our community's distinctive charm.

With a strong foundation in innovation, Loveland has attracted a diverse range of high-tech and manufacturing firms and our city was the first Hewlett-Packard location outside California. The city's strong patent rankings consistently place it among the top 50 cities in the U.S. for innovation.

Boasting 300 days of sunshine annually and low humidity, Loveland enjoys pleasant weather year-round, making outdoor adventures and community celebrations a way of life. With over 27 public parks, 5,000 acres of open space and natural areas, and dozens of sports fields, residents enjoy an active lifestyle in breathtaking surroundings. Golf enthusiasts can tee off at three award-winning public courses, while outdoor lovers can explore miles of scenic hiking and biking trails and the city's lakes and rivers provide endless options for fishing, kayaking, and swimming.

Loveland is served by the highly regarded Thompson School District, a leader in Colorado's K-12 education. In addition, residents benefit from proximity to several prestigious higher education institutions, including Colorado State University (Fort Collins), the University of Colorado Boulder, the University of Northern Colorado (Greeley), and multiple community colleges. These institutions contribute to a well-educated workforce and a thriving local economy.

Loveland is world-famous for the Valentine Remailing Program. For nearly 80 years, the Loveland Chamber of Commerce and local post office have partnered to re-mail thousands of Valentine's Day cards from around the world, each adorned with a unique stamp and poem designed by local artists.

Whether you're drawn to Loveland for its welcoming community, arts and culture, thriving economy, or outdoor recreation, one thing is certain—Loveland is a place where people come to enjoy life, explore, and experience the best of Colorado.