



Director of Community Development

ALBEMARLE COUNTY, VIRGINIA

The Community

Located in central Virginia, Albemarle County has an estimated population of approximately 117,300 residents. The County surrounds the City of Charlottesville and features the scenic Blue Ridge Mountains, extensive forests, and numerous waterways. The University of Virginia's campus is located within both the County and the City.

Albemarle County has a diverse and growing economy, a strong business environment, and a public education system ranked among the top ten percent in the state. The County also offers a range of cultural, recreational, and natural resources, including parks, greenways, and local arts and music programs. These assets, along with efficient service delivery that supports both urban and rural communities, make our community a desirable place to live and work.



The Organization

Albemarle County operates under a County Executive form of government, with a professional County Executive responsible for overseeing day-to-day operations, implementing Board policies, and managing the annual budget. This structure ensures coordinated leadership across departments, strategic planning, and efficient delivery of services, supporting the County's mission to meet community needs effectively.

The Community Development Department plays a central role in guiding the County's growth and development. It integrates Planning, Zoning, Building, Engineering, and Administration functions to manage land use, development review, permitting, and infrastructure-related regulations. By providing technical expertise and coordinating these activities, the department advances the County's Comprehensive Plan, promotes sustainable development, and supports high-quality outcomes that reflect community priorities.

Our Core Values...

Community: We expect diversity, equity and inclusion to be integrated into how we live our mission.

Integrity: We value our customers and co-workers by always providing honest and fair treatment.

Innovation: We embrace creativity and positive change.

Stewardship: We honor our role as stewards of public trust by managing our natural, human, and financial resources respectfully and responsibly.

Learning: We encourage and support lifelong learning and personal and professional growth.

The Position

Reporting to the Deputy County Executive, the Director of Community Development leads a team of 75 staff who provide services in planning, zoning, building, and engineering.

Essential Functions of the role include:

- Provides executive leadership and strategic direction for the County's Community Development Department, ensuring programs, policies, and services advance the goals and policies of the County's Comprehensive Plan, Strategic Plan, and adopted Board priorities.
- Oversees land use planning, zoning, development review, building, and engineering functions in a manner that promotes orderly growth, regulatory consistency, customer service excellence, and long-term community sustainability.
- Oversees the implementation, monitoring, and periodic update of the County's Comprehensive Plan and related land use policies, ensuring compliance with federal, state, and local laws and regulations.
- Serves as a highly visible and trusted representative of the County, building and maintaining strong working relationships with elected officials, department heads, regional partners, developers, business leaders, community organizations, and residents.
- Collaborates closely with other County departments to align infrastructure, public services, capital planning, and regulatory processes with community development objectives and growth management policies.
- Advises the Board of Supervisors, County leadership, and the public on community development issues, emerging trends, policy implications, and implementation strategies related to land use, growth, housing, and the built environment.
- Provides leadership in public engagement efforts, facilitating transparent communication through public meetings, presentations, and other outreach to explain policies, projects, and development initiatives.
- Ensures responsible stewardship of public resources by managing departmental budgets, prioritizing initiatives, and improving systems and processes to enhance efficiency and service delivery.
- Provides visible, values-based leadership that promotes continuous improvement and organizational excellence by evaluating programs and processes, implementing best practices, leveraging technology, and fostering a culture of learning, adaptability, and accountability.

First Year Outlook

In 2026 and into 2027, the Community Development Director will lead the department through several key projects including Zoning Ordinance modernization, Implementation of the newly adopted Comprehensive Plan (AC44), Phase 2 of enterprise permitting and licensing software (Tyler), and completion of a staffing and efficiency assessment.

Ideal Candidate

The ideal candidate is an experienced and effective leader with a proven ability to implement complex plans and programs, manage organizational change, and drive continuous improvement. This individual will possess strong expertise in community land use planning, zoning, development review, and related regulatory functions, and will lead, support, and empower professional staff to effectively carry out the Department's functional and technical work. Superior change-management skills, the ability to modernize processes, and a commitment to leveraging technology to improve efficiency, transparency, and service delivery are essential. The Director must be a collaborative, highly visible, and trusted public leader, skilled in working with elected officials, partner agencies, community stakeholders, and the public, while providing clear policy guidance, fiscal stewardship, and values-based leadership that supports accountability, innovation, and long-term community sustainability. The selected candidate will be required to reside in the Commonwealth of Virginia.

Education and Experience

Bachelor's degree from an accredited college or university with major coursework in architecture, engineering, urban planning, or a related field; plus at least ten years of related work experience, including progressive leadership and management roles. An equivalent combination of education and experience may be considered in lieu of the specific requirements. Preferred qualifications include a Master's degree and related leadership experience in local government planning, zoning, and development.



Compensation and Benefits

Hiring range for this position is \$155,000 to \$170,000. The County offers a robust benefits package including an employee health clinic, membership in the Virginia Retirement System, paid parental leave, tuition reimbursement, competitive health insurances, and accrued vacation and sick leave.

Accepting Applications Until COB February 27, 2026
To Apply:

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