





CITY OF STATESBORO

DIRECTOR OF PLANNING & DEVELOPMENT

Now accepting applications. Flip through the following pages to learn more about our exceptional benefits, competitive pay, and great work-life balance.

912-212-2360 

www.statesboroga.gov/careers 

58 E Main Street, Statesboro, GA 



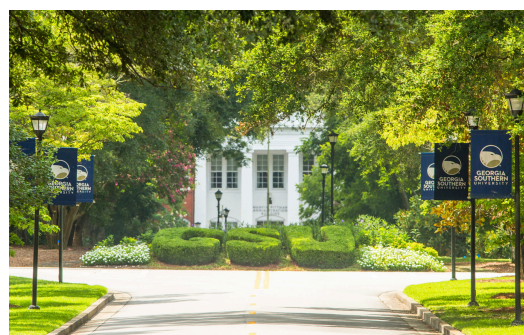
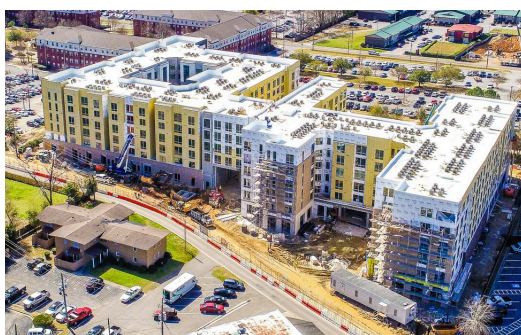
WELCOME TO STATESBORO

Located 55 miles from Savannah, Statesboro is a progressive community that provides an exceptional quality of life to its residents while offering southern charm and hospitality to its visitors. Incorporated in 1803, the City of Statesboro was founded with fewer than 25 people. Statesboro serves as a regional trade center for commerce, education, and health care with a current resident population of more than 35,000 and a daytime average population of 100,000.

Statesboro has a highly diversified economy with several major industries located in the area, and is a regional shopping center and health care provider for eight surrounding counties. Statesboro is home to three institutions of higher learning offering associate's, bachelor's, master's, and doctoral degrees: Georgia Southern University, East Georgia State College, and Ogeechee Technical College.

Various community events, such as the Downtown Live Concert Series, a series of free outdoor concerts, and First Friday events, are held in downtown Statesboro. Other community-centered venues include the Averitt Center for the Arts and The Market at Visit Statesboro.

Statesboro is experiencing tremendous growth due to four new advanced manufacturing facilities within forty miles of the city limits. Three facilities are located in Bulloch County (Joon Georgia, Ecoplastic, and Revalyu) and one in Bryan County (Hyundai). These companies have created thousands of jobs, thereby increasing the need for housing and public infrastructure. Since May 2022, 4,500 residential units have been approved by the Elected Body, and 2,500 units are currently under construction.





WHO WE ARE STATESBORO GOVERNMENT

The City of Statesboro is a municipality with 350 employees and an FY 2025 budget of approximately \$109 million. The City operates under the Council-Manager form of government. The Mayor is elected at large, while the five council members are elected by district. The Mayor and Council appoint the City Manager to lead the administrative functions of the government. As authorized by its Charter and Code, the services provided by the City are General Government (Administration, City Clerk, Human Resources, Finance, Planning and Development and Engineering) Judicial (Municipal Court), Public Safety (Fire and Police), Public Works (Streets, Parks, Fleet Maintenance, Sanitation, Stormwater), and Public Utilities (Natural Gas, Water/Sewer, and Wastewater).



ABOUT US



MISSION

The City of Statesboro's mission is to provide the most responsive and progressive public services so our residents, businesses, and visitors can enjoy the highest quality of life Statesboro has to offer.

VISION

We strive to be a vibrant, safe, and inclusive community for all people.

VALUES

Integrity – We operate in an honest, transparent manner.

Innovation – We encourage employees to identify creative solutions.

Stewardship – We value and protect the resources provided by citizens, businesses, and visitors.

Inclusivity – We respect each other's differences; diversity of thought, diversity of experiences, and diversity of cultures.

Mission-focused – We understand our responsibilities and work to get the job done.



BENEFITS OVERVIEW

RETIREMENT PLAN

The City of Statesboro contributes to the financial well-being of its employees by offering a defined benefit retirement plan. Employees contribute 3% pretax and are vested after five years of service. Non-public safety employees are eligible for full retirement after 30 years of service. Public safety employees are eligible for full retirement at 55 years of age and 25 years of service.

457 PLAN

The City of Statesboro contributes to the financial well-being of employees by offering a pre-tax and post-tax 457 plan. Both plans are retirement-based accounts that provide an opportunity for the employee to invest contributions in the stock market. The maximum employee contribution amount for both plans is determined by the Internal Revenue Service.

HEALTH INSURANCE

The City of Statesboro contributes to the physical and emotional well-being of employees by offering two outstanding health insurance options. The health insurance carrier is Anthem and employees have access to the Blue Open Access POS provider network. Health insurance is a pre-tax benefit that lowers the employee's tax liability. The effective date of coverage is the first day of the month following the new employee's date of hire.

DENTAL INSURANCE

The City of Statesboro contributes to the physical well-being of employees by providing one dental plan, and it is included with both health insurance options. The dental insurance carrier is Anthem and employees have access to the Dental Complete network. The City covers 100% of the cost of dental insurance. The effective date of coverage is the first day of the month following the new employee's date of hire.

FLEXIBLE SPENDING ACCOUNT

The City of Statesboro offers a Healthcare Reimbursement Flexible Spending Account with a maximum contribution amount of \$2,750 and a Dependent Day Care Flexible Spending Account with a maximum contribution amount of \$5,000 if married filing jointly or filing head of household.

The maximum contribution amount is \$2,500 if married and filing separately. Both accounts are pre-tax benefits that lower the employee's tax liability.

EMPLOYER-SPONSORED LIFE INSURANCE

The City of Statesboro provides basic life and accidental death and dismemberment (AD&D) insurance in the amount of one times salary rounded up to the next thousand dollars at no cost to the employee.

VOLUNTARY LIFE INSURANCE

The City of Statesboro offers additional financial protection to employees through voluntary term life insurance for the employee, spouse, and dependent children. New employees are guaranteed at least \$150,000 (not to exceed five times their salary). Employees are offered up to \$50,000 of spouse life insurance at the time of hire. Employees are offered \$10,000 of dependent life insurance.

DISABILITY COVERAGE

Long-term Disability: The City of Statesboro provides income protection via long-term disability at no cost to employees. The benefit pays 50% of the employee's salary if the employee has been out of work for 90 calendar days.

Short-term Disability: The City of Statesboro also offers income protection via short-term disability. The benefit pays 66.67% of the employee's salary after 7 days for up to 12 weeks.

PAID TIME OFF

Vacation and Sick Leave: The City of Statesboro supports work/life balance by providing vacation and sick leave. New employees earn 80 hours of vacation leave and 96 hours of sick leave annually.

Holidays: The City of Statesboro provides 12 days of holiday pay on an annual basis.

EMPLOYEE HEALTH CLINIC

The City of Statesboro provides a health clinic to employees and their dependents. The clinic provides medical access for routine checkups, urgent needs, and chronic condition management at no cost to the employee.

EMPLOYEE FITNESS CENTER

The City of Statesboro invests in the physical and emotional well-being of its employees and their dependents by maintaining a fitness center. The facility is open 24 hours a day and has various exercise equipment along with access to personal trainers.

ABOUT THE POSITION

DIRECTOR OF PLANNING & DEVELOPMENT

The **Director of Planning and Development** directs the City's planning and development functions (Planning, Building Inspections, and Code Compliance). The Director is a member of the City leadership team and directly supervises three employees. The department includes 9 FTE and a FY 2025 budget of \$1.05 million.

ESSENTIAL FUNCTIONS

- Directs the operations of the Planning and Development Department; directs, trains, assigns, supervises, evaluates, and disciplines department staff; prepares the annual department budget requests and manages expenditures under the current budget;
- Serves as the City Planner responsible for the development and implementation of ordinances, policies, and procedures related to planning and development;
- Works with department staff and applicants to review developers' plans in order to ensure compliance with city policies and regulations; identifies issues, formulates recommendations, and negotiates solutions;
- Provides staff support and manages the activities of the Planning Commission in compliance with state laws and local ordinances; prepares recommendations and presentations for the Commission; serves as secretary;
- Prepares and delivers presentations to a variety of audiences; facilitates discussion and arrival at group consensus;
- Receives, processes, and administers applications for land use permits, building permits, sign permits, zoning map amendments, variances, special exceptions, annexations, and other permits and licenses;
- Consults and coordinates with a variety of internal and community stakeholders in order to coordinate all phases of community development.

QUALIFICATIONS & BENEFITS

DIRECTOR OF PLANNING & DEVELOPMENT

MINIMUM QUALIFICATIONS

- Bachelor's Degree;
- Five (5) or more years of related work experience in planning and development;
- Possess the American Institute of Certified Planners (AICP) certification;
- Valid State of Georgia Driver's License.

IDEAL CANDIDATE

- Exceptional leadership skills, to include documented experience managing supervisory and non-supervisory employees;
- Documented technical expertise in planning and development;
- Ability to effectively and efficiently communicate with supervisors, non-supervisory employees, City Administration, elected officials, and other stakeholders;
- Skilled in the proper allocation and utilization of resources;
- A principled individual who upholds the ethical values of a municipal professional;
- Committed to lifelong learning and identifies opportunities to develop others;
- Willingness to collaborate with the City Administration and Department Heads to advance the mission of the organization.

COMPENSATION

The starting range is \$95,507.04 to \$119,383.80 (based on the skillset of the selected candidate).

NEXT STEPS

DIRECTOR OF PLANNING & DEVELOPMENT

ABOUT THE DEPARTMENT

Planning and Development is primarily responsible for all community and economic development functions of the City as well as project management related to building permit applications. The department completes a variety of short and long-range planning, strategic planning activities, and associated implementation services.

Building Inspections performs building, plumbing, electrical, HVAC, and ADA inspections on all residential, commercial, and industrial construction within the City to ensure compliance with applicable building codes.

Code Compliance protects the public health, safety, welfare, and investment in property through effective code compliance efforts.

TO APPLY

Interested candidates must apply by submitting their application, cover letter, and resume on the City of Statesboro's [Careers Page](#). The deadline to apply is May 7, 2025. For more information, contact:

Name/Title - Demetrius C. Bynes, Director of Human Resources

Email Address - demetrius.bynes@statesboroga.gov

Telephone Number - (912)764-0644

EEO STATEMENT

The City of Statesboro provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, veteran status, or other protected category, as required by applicable law.

