

City of
San Bernardino
California



We Are Now Accepting
Applications For The Role Of

**DIRECTOR OF ECONOMIC
DEVELOPMENT (U)**



THE CITY

Located in the Riverside-San Bernardino metropolitan area of Southern California, often referred to as the Inland-Empire, the City of San Bernardino spans 81 square miles and has a diverse population of over 222,000. Several highly regarded educational institutions are located within or in the nearby area, including California State University, San Bernardino, San Bernardino Valley College, San Manuel Gateway College, and Loma Linda University Health.



San Bernardino is also a hot spot for sportsmanship, with various sports facilities located throughout the City. The San Manuel Baseball Stadium, located in downtown San Bernardino, is the home park for the Inland Empire 66ers of San Bernardino. The San Bernardino Soccer Complex is one of only a few premier soccer facilities in Southern California. The 50-acre complex offers 17 full-size soccer fields, including 4 lighted championship fields. San Bernardino is also home to the Little League Western Region Headquarters and hosts the regional playoffs each year, where players from around the country compete for the national title.

The City is home to multiple art, performing art, and concert venues including the historic California Theater, Sturges Center for the Arts, Roosevelt Bowl, National Orange Show Events Center, Glen Helen and the Garcia Center for the Arts. The City's historic California Theater, which opened its doors in 1928, hosts Broadway plays and musicals that light up the stage each year. The theater is also the home of the San Bernardino Symphony Orchestra. Today, the Orchestra is one of the oldest and most prestigious in the region.



CITY GOVERNMENT

The governance structure is comprised of an at-large, elected Mayor and seven Council Members elected by constituents in a specific ward. Each elected official serves a four-year term. The Mayor and Council appoints the City Manager, who serves as the Chief Executive Officer overseeing all departments, including Community Development & Housing, Economic Development, Finance & Administrative Services, Human Resources & Risk Management, Information Technology, Parks, Recreation, & Community Services, Animal Services Department, Police, and Public Works Departments.

The City's Proposed FY 25/26 operating budget is \$300 million in addition to a Capital Improvement Program budget of \$45.7 million. The City employs over 900 employees. Fire Services are provided through a contract with the County Fire Protection District. The City also operates a Water Department and Library which, by charter, is governed by a separate oversight Board.

THE POSITION

The Director of Economic Development is a key member of the City's executive leadership team and plays a critical role in shaping the economic future of San Bernardino. Reporting directly to the City Manager, this position leads strategic initiatives that drive business attraction, support business retention, foster workforce development, and enhance the City's public image.

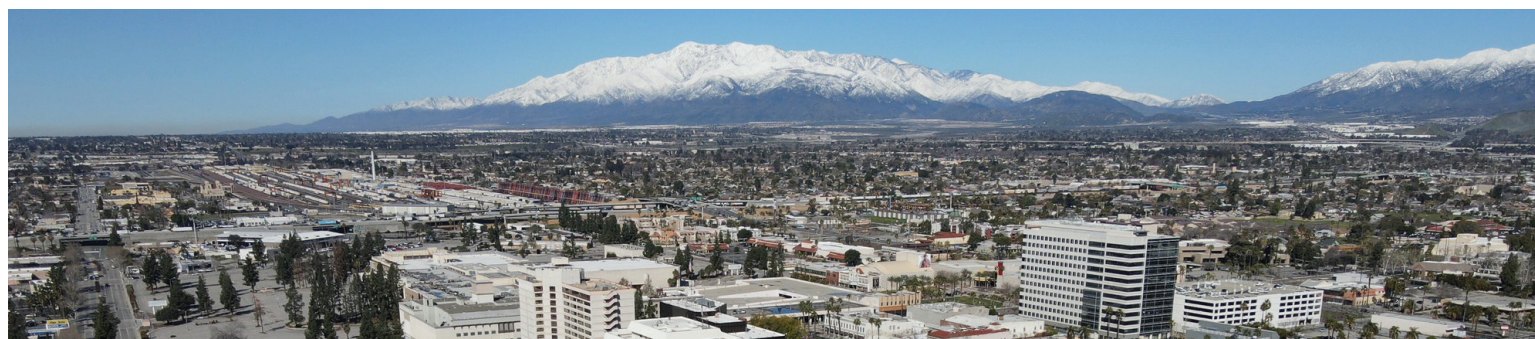
This is a unique opportunity for an innovative, relationship-oriented leader to guide complex redevelopment projects, real estate negotiations, and economic strategies that expand San Bernardino's commercial footprint and increase quality job opportunities for residents. The Director will also serve as a liaison to the City Council, regional partners, and business community, helping to shape policy and promote economic vitality city wide.



IDEAL CANDIDATE

The ideal candidate is a strategic, results-driven leader with a passion for community and economic transformation. They are someone who can develop and implement creative methods to attract new businesses. They bring a proven track record of success in urban economic development, public-private partnerships, and business attraction and retention. The next Director of Economic Development will be working with a wide range of businesses, actively building relationships with business owners, brokers, and developers.

The City is looking for an empathetic and flexible staff manager who encourages open dialogue, new ideas, and staff development. The ideal candidate is an active problem solver who develops alternative solutions, and brings resolutions to issues, involving others as needed. The ideal candidate will have the ability to manage competing priorities and delegate where necessary. A strong background and history of proven success in delivering projects in a timely manner is paramount.



OPPORTUNITIES & CHALLENGES

This position offers both significant challenge and reward—ideal for a resilient, relationship-oriented leader who thrives in complexity and believes in the power of public service to create lasting change.

- Shape and implement a long-range Economic Development Strategic Plan that aligns with community priorities and builds investor confidence.
- Lead efforts to reimagining and reinvigorate the downtown core through mixed-use development, adaptive reuse, and public-private partnerships.
- Rebuild confidence through transparent communication, consistent execution, and community-centered outcomes.
- Drive investment in historically underserved areas by expanding access to capital, entrepreneurship support, and local hiring initiatives.
- Deepen relationships with local employers, reduce barriers to growth, and position San Bernardino as a regional business destination.
- Advance key redevelopment sites and real estate negotiations that support long-term fiscal sustainability and vibrant land use.
- Partner with education and training institutions to connect residents—especially youth and disadvantaged populations—to quality careers.
- Work across City departments to align infrastructure, transportation, and land use decisions with economic goals.

BENEFITS

Salary - \$160,954.20 - \$195,636.00 Annually DOQ.

Current benefits include:

Retirement:

CalPERS	Tier 1: 2.7@55	(Before 10/4/11)
	Tier 2: 2% @ 55	(After 10/4/11)
PEPRA	Tier 3: 2% @ 62	(After 01/01/13)

Deferred Compensation - 457(b) Deferred Compensation Plan or 457(b) Roth Plan are available.

Premium Subsidy - The City pays a large portion of your healthcare enrollment premiums; Effective January 1, 2025, subsidy amounts are:

Employee Only:	\$1,125
Employee +1:	\$1,450
Employee +2 or More:	\$1,939

Health Insurance - Comprehensive medical, dental, and vision plans are available. Employees may also choose to opt-out of the City's medical plans and receive up to \$4,000 every December.

Life Insurance - Basic Life and AD&D equal to one years annual salary offered. Additional coverage and dependent coverage also available.

Flexible Spending Account - Healthcare Flexible Spending Account (HC FSA) and Dependent Care Flexible Spending Account (DC FSA).

Health Savings Account - HSA available only for employees enrolled in Anthem High Deductible.

Holidays - The City Employees are entitled to 13 City-designated holidays plus an additional 18 hours of floating time each year.

Vacation - 120 hours of vacation will be applied upon hire with an additional 120 hours to be added upon completion of one year of service.

Sick Leave - 80 hours of sick leave will be applied upon hire with an additional 96 hours accruing each year.

Administrative Leave - 80 hours of administrative leave are applied upon hire.

Executive Leave - 220 executive leave will be applied upon completion of one year of service.

APPLY TODAY AND BE A PART OF AN AMAZING TEAM!



APPLICATION PROCESS

FIRST REVIEW DATE | September 12



To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:

apply@bobhallandassociates.com.

Should you have any questions regarding this position or the recruitment process, please contact **Sherry Johnson** at (714) 273-4187.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the Chief Administrative Officer. Appointment is subject to completion of thorough background and reference checks.