



Now Inviting Applications
For The Role Of

DEVELOPMENT SERVICES DIRECTOR



THE COMMUNITY

The city of Oceanside has a highly rated livability factor with an advantageous coastal locale, a thriving downtown scene, and easy access to both San Diego and Los Angeles. Oceansiders enjoy one of the most desirable climates in the country, with sunshine and coastal breezes nearly every day, plenty of open space, miles of beautiful palm-lined beaches, unique architecture, historic buildings, and an efficient transportation hub.

Oceanside offers professionals some of the most affordable housing in coastal Southern California with a wide variety of housing options from beach cottages and urban condos to estate homes and agricultural properties, making Oceanside a highly sought-after community. The local economy is robust with a low unemployment rate; future Oceanside job growth is projected to be 18% over the next ten years.

Oceanside offers an array of exciting hands-on recreational opportunities such as surfing, museums, bike trails, whale-watching tours, skydiving, fine dining, and much more. The “beachy” culture, lively neighborhoods, historic architecture, wonderful people, art and live theatre, and the thriving culinary scene make Oceanside an attractive place to live, work, play and stay!

The City of Oceanside is a full-service city which provides its own police and fire safety, library, water and sewer services. In addition, the City has a municipal airport, a beautiful small craft harbor, one of the longest wooden piers in the west, golf courses, aquatic centers, numerous parks, community centers, and beautiful beaches.

The Oceanside Unified School District is one of the biggest and best districts in the state, and the staff at nearly two dozen school sites collectively provide pathways for the Oceanside students they serve. There are also several charter and private schools in the area, and Oceanside is home to the stellar MiraCosta College.

With tourism as a major industry, Oceanside attracts over 5 million visitors annually to enjoy the relaxing beaches, charming harbor, pier, Mission San Luis Rey, and other attractions. Around 54,000 people work in Oceanside, plus over 4,000 civilian jobs are located at Camp Pendleton, which borders Oceanside to the north.

To learn more about the City of Oceanside, please visit www.oceansideca.org.



THE CITY

Oceanside has a Council / Manager form of government. The City of Oceanside's five member City Council is the legislative body and is responsible for establishing City policy. The Mayor and Council members are elected for staggered four-year terms. Council members are elected by District and the Mayor is elected at-large. The City Manager ensures that policy is effectively implemented and oversees a staff of approximately 1,000 across 12 departments.

UPCOMING PROJECTS

[Click a project link to learn more!](#)

RE:BEACH

General Plan Update

Ocean Kamp

Transit Center Redevelopment

IDEAL CANDIDATE

The ideal candidate for the Director of Development Services is a strategic, forward-thinking leader with deep expertise in urban planning, land use, building services, and economic development within a coastal California context. This individual should bring a strong track record of managing complex development processes, balancing growth with environmental stewardship while navigating California's regulatory landscape, including CEQA, coastal zone requirements, and housing mandates. They are a highly effective collaborator with the ability to align city leadership, developers, community stakeholders, and regional agencies to deliver high-quality, sustainable projects that enhance quality of life and economic vitality. A data-driven decision-maker, the candidate is committed to process improvement, transparency, and leveraging technology to streamline permitting and development review.

The ideal candidate must also be an accessible and principled public servant who values community engagement and equity in planning outcomes. They should demonstrate excellent communication skills, strong political acumen, and the ability to build trust across diverse constituencies. With a focus on customer service and organizational excellence, they will work to inspire and mentor multidisciplinary teams while fostering a culture of accountability and innovation. The ideal Director embraces Oceanside's unique identity and growth opportunities, advancing policies and projects that support housing production, infrastructure investment, and resilient coastal development, all while maintaining fiscal responsibility and long-term community vision.

QUALIFICATIONS

Education: A Bachelor's degree or higher in Public Administration, Urban Planning, Civil Engineering Business Administration, or a related field. A Master's degree is highly desirable.

Experience: Eight (8) years of progressively responsible professional experience in engineering, building construction, planning or urban community development, or a closely related field, including four (4) years of supervisory and administrative management of a related major division or organization.

Certifications: AICP Certification desirable.



THE POSITION

The Development Services Director directs the activities of the Development Services Department including planning, building, code enforcement and engineering services; to coordinate assigned development activities with other departments, to control subdivision and property development through subordinate management staff, to represent the City in negotiations related to land use and development, and to provide highly responsible professional and technical staff assistance to the City Manager.

The Development Services Department has a dedicated staff of 77 employees, a FY 2025/26 budget of approximately \$47 million and encompasses the following divisions.

Planning: All current and future planning activities; major responsibilities also include discretionary land use applications, compliance with conditions of approval through grading and building plan check reviews, and field inspections.

Building: Building and safety inspection services are handled by City staff. General responsibilities include: providing assistance about construction code requirements, plan check review, and structural, electrical, plumbing and mechanical inspections.

Code Enforcement: Responsible for ensuring compliance with the zoning ordinance and other local code sections that are related to private property usage while promoting health, safety, property preservation and community enhancement. The majority of Code Enforcement concerns involve substandard dwelling units, securing of dangerous or abandoned buildings, illegal encampments, unpermitted construction, and wrecked or inoperable vehicles on private property.

Engineering: The Engineering Division is responsible for engineering records and files, environment documents, conceptual design, preliminary engineering, pavement management, construction administration, project inspections and developing and implementing the City's Capital Improvement Program (CIP). Storm water management is also a key Departmental priority.

BENEFITS

Monthly Salary — \$15,390.00 - \$21,551.00

Retirement — Depending on selected candidate's prior membership with CalPERS, the retirement formula will be:

Employees hired prior to December 11, 2011: 2.7% at 55 with the highest one (1) year's salary; employee contribution is 9%.

Classic employees hired on or after December 11, 2011 — December 31, 2012: 2% at 60 with the three (3) highest years' salary; employee contribution is 8%.

New members (PEPRA) hired on or after January 1, 2013:

2% at 62 with the three (3) highest years' salary; employee contribution is currently 8.25%.

Life Insurance — City-paid policy of 1.5 times annual salary up to \$350,000 with voluntary additional options for employee and dependents.

City paid long- and short-term disability insurance.

Medical, Dental, and Vision Insurance — The City pays a significant portion of the costs depending on the plan and number of family members covered. Executives retiring from the City of Oceanside are eligible to remain on City health plans at their cost.

9/80 Work Schedule with every other Friday off.

City paid \$1,200 annual contribution towards deferred compensation plan.

Management Leave — 70 hours annually.

Holidays — 9 City holidays plus 48 hours floating holiday time annually.

Auto Allowance — \$400 per month.

Additional Benefits — Annual vacation cash out option, tuition reimbursement, and flexible spending accounts.

For additional information about the benefits offered by the city of Oceanside, please click here to view our website: [Oceanside Benefits Information](#)

APPLICATION PROCESS

FIRST REVIEW DATE | May 22, 2026

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: **Kristine Ridge at (714) 493-8506.**

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 in-person interviews and/or Zoom meetings, with final interviews with the City Manager.



Appointment is subject to completion of a thorough background and reference checks, and pre-employment medical exam.

APPLY NOW TO BECOME PART OF AN AMAZING TEAM!