



INVITING APPLICATIONS FOR
PLANNING DIRECTOR
LICKING COUNTY, OHIO



INTRODUCTION

Licking County, Ohio is seeking a collaborative leader for the position of Planning Director. The Planning Director leads and directs the daily functions and operations of the County's Planning Department. It is a highly responsible leadership position which works closely with members of the Planning Commission, the Board of County Commissioners, and various elected officials and departments of the County. The Planning Director provides overall leadership and direction for all planning functions including all pertinent federal, state and local laws through a staff of 14 full-time equivalents. The Planning Director is a highly engaged leader who provides support to policy makers in identifying emerging issues and recommending appropriate action for the benefit of the County's residents, businesses and visitors.



HISTORY

Licking County is centrally located in Ohio immediately adjacent to Columbus and Franklin County, host of Ohio's Capitol. With Newark as its County seat, Licking County was established in 1808 and boasts the Newark Earthworks, one of only three UNESCO World Heritage sites preserving the mound works of the native Hopewell culture from over two millennia ago. From its rich, productive farm land to its charming small towns, architectural landmarks, and unique natural features and outdoor offerings, Licking County remains one of Ohio's premier places to live, visit and explore.

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LICKING COUNTY TODAY

Today, Licking County is a diverse and vibrant County, featuring a blend of urban, exurban, and rural life and boasts a population of 180,000. Economically, the County is experiencing unprecedented growth as part of the fast-growing central Ohio region. In January 2022, Intel announced their intention to build a \$20 billion semiconductor manufacturing complex in Licking County on a 900-acre site that would employ up to 3,000 workers, representing the largest single economic development project in the history of the State of Ohio.

Central Ohio is one of the fastest growing metro areas in the entire Midwest with regional planners projecting growth of over 700,000 additional residents by 2050. Situated along Interstate 70 with easy access to downtown Columbus, Ohio State University, and John Glenn International Airport, the County is ideally located within the region. It has a wide variety of affordable housing stock within urban, suburban and rural settings, in communities known for solid schools and quality services.

Licking County's growth trajectory, amplified by the Intel announcement, presents both tremendous opportunities as well as challenges for community and County leaders. Private investment and development have triggered a demand for increased public investment in transportation networks, utilities, and related infrastructure. The County's diversity is represented in part by its rapidly developing growth corridors in the western portions of the County, complemented by the much more agriculturally oriented eastern part.



THE ORGANIZATION

Licking County is a statutory county operating under the auspices of the Ohio Revised Code and the direction of the three-member Board of County Commissioners. It's \$91 million General Fund budget provides funding for core County services including law enforcement and criminal justice services, human services, veterans services, capital improvements, and general administrative functions of the various offices of County government.

Within the scope of planning, the Planning Department consists of several divisions, a Planning Division, a Community Development Division, and LCATS (*Licking County Area Transportation Study*) which serves as the Metropolitan Planning Organization (MPO) for the County. The Planning Director serves as the head of both the Planning and Development Divisions, with a separately designated Technical Study Director for LCATS. The County Planning Director reports directly to the Planning Commission but shares an indirect reporting relationship with the Board of County Commissioners.



CHALLENGES FOR THE NEXT PLANNING DIRECTOR

The County's next Planning Director will have a number of opportunities as well as challenges:

- Managing workflow and staff output in timely fashion with increasing volume of development applications and permit requests by improving efficiency
- Ensuring fulfillment of and alignment with the County's vision in administering development codes and applications
- Managing expected growth and increasing workloads within staff constraints
- Initiating a new focus on long-range plans including potential development of a County-wide Comprehensive Plan
- Building stronger relationships with the County's townships to help ensure coordination and collaboration on development activity and land use
- Updating the County's planning, building and subdivision regulations
- Developing a more strategic focus for the Department and its staff
- Creating an effective enforcement approach for planning and development regulations
- Working with regional leaders to develop an approach for affordable housing
- Developing and retaining planning staff



REQUIREMENTS AND PREFERRED QUALIFICATIONS

The County seeks a proven planning leader who can immerse themselves in the details of growth and development, while serving the County and its local jurisdictions in anticipating and strategically planning for expected growth demands. The Planning ideal candidate will:

- Possess a collaborative leadership style to include a strong orientation towards engagement of citizens, businesses, and community partners and institutions
- Be experienced in high-growth communities, preferably in counties with urban, semi-rural and rural environments with an understanding of how best to protect open space and high-value agricultural land
- Understand managing change in diverse settings with ability to navigate complex decision-making environments between property owners, developers, interest groups, and businesses
- Develop a strong appreciation of the history and traditions of the County while embracing a creative and innovative approach for continued improvements.
- Demonstrate a sound understanding of and experience in core land use planning principles to include comprehensive planning, zoning and subdivision regulations, development review processes and procedures, farmland preservation, conservation planning, and transportation planning.
- Be adept at analyzing staff capacity in relation to work load demands and advocate for departmental needs
- Possess strong negotiation skills in relation to navigating developer driven expectations and compliance with County plans, codes, policies and procedures
- Be strategic in his/her management approach, establishing and articulating clear, achievable goals for departmental operations and consistently and objectively monitor and hold accountable subordinates for performance.
- The successful candidate will have ideally earned a minimum of a bachelor's degree in a related field of study from a fully accredited institution of higher learning and have between six (6) to (8) years of progressively responsible experience in Planning or Development, or equivalent combination of education and experience. A minimum of two (2) years of supervisory experience is required. A master's degree or other advanced training or certification is desired but not required.
- The successful candidate will possess a valid Ohio Driver's License and an American Institute of Certified Planner (AICP) certification.

COMPENSATION AND BENEFITS

Licking County offers a highly competitive salary and fringe benefit package. Starting salary will ultimately be commensurate with the skills, experience and educational qualifications of the successful candidate. Salary range for the position is \$140,000 to \$165,000.



*Some images provided by Explore Licking County
For more information on Licking County, please visit:*

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HOW TO APPLY

Interested candidates should submit a cover letter and detailed resume to:

Management Advisory Group, LLC
ATTN: David Collinworth, Managing Partner
dcollinworth@themanagementadvisorygroup.com

Electronic submittal/correspondence is preferred.

David Collinworth
P.O. Box 1915,
Westerville, Ohio 43086
Phone: 937-787-4283

Applications/resumes are encouraged to be submitted by **January 24, 2025** to be given the utmost consideration, although applications will be accepted until the position is filled. Resumes for this position are public records and subject to inspection.

Licking County, Ohio is an Equal Opportunity Employer