

# Community Development Director

BENTON COUNTY, OREGON



**Benton  
County**  
OREGON

Benton County, Oregon, is seeking a strategic problem-solver who has a passion for public service, expertise in community development and an aptitude for building relationships.







## Our Community

Perfectly placed in the Willamette Valley, 90 miles south of Portland and 40 miles north of Eugene, Benton County has easy access to urban areas with ample opportunities for cultural activities. Combined with outdoor recreation galore in the Cascade Range 80 miles to the east and the Coastal Range and Pacific Ocean 50 miles west, the County’s 97,000 residents like to say they “have it all.”

Corvallis, Oregon, is the County seat and home to Oregon State University. It is a unique college town of approximately 61,000 residents and offers the cultural enrichment, performing arts and educational opportunities of a large metropolis with a cozy small-town lifestyle. Festivals and fairs take place year round and include community favorites like the Corvallis Farmer’s Market, County Fair & Rodeo, and Fall Festival.

In addition to Oregon State University, Benton County’s economy is largely driven by the agricultural, tech and health industries and local entrepreneurship. The community’s passion for supporting a thriving local economy allows the county to boast chefs, winemakers, brew masters and distilleries committed to locally grown ingredients with a strong focus on sustainability.

Benton County is one of the top three healthiest counties in Oregon, according to the Robert Wood Johnson Foundation. Corvallis is a gold-level Bike Friendly Community with bike lanes on 98 percent of the collector and arterial roadways and eighteen miles of multi-use paths. Corvallis prizes livability and its commitment to being bicycle- and pedestrian-friendly contributes significantly to that quality of life.

Whether going out for a day of fishing, hiking trails in our natural areas, planning a family outing to the Corvallis Knights baseball game or shopping at locally-owned businesses in downtown Corvallis – Benton County has something for everyone.

## Our Organization

Benton County is a “Home Rule” county, meaning that the citizens have full control over the County’s governance structure, rather than the constitutional model described by the state constitution. The County operates on a biennial budget schedule.

The voters elect three County Commissioners to staggered four-year terms. The Sheriff and the District Attorney are also elected officials.

The County Administrator serves as the chief executive officer for the County. Along with the Assistant County Administrator, they provide direct oversight of all County departments. The Community Development Director reports directly to the Assistant County Administrator.

## Community Development Department

Community Development engages with the people and communities of Benton County to address diverse challenges and opportunities. The Community Development Director oversees both the Building and Planning functions, and other programs. The Building Division, managed by the Building Official and Division Manager, processes permits and emphasizes same-day inspections.

## Benton County Fast Facts

2025-2027 Biennial Budget  
\$540.3 Million

Full-time employees  
Approx. 613.75

Parks & Natural Areas managed by Benton  
County Nearly 2,000 acres

## Community Development Fast Facts

2025-2027 Biennial Budget  
\$7.6 Million

Full-time employees  
Approx. 16.65

Process approximately 60 land use applications  
annually

Process more than 1,400 building permits  
annually

The Planning Division, under the Planning Official and Division Manager, processes land use applications and the zoning review of building permits as well as answering inquiries from the public to help people navigate the complexities of Oregon’s land use system.

Our long-range planning project list includes updating the community wildfire protection plan, implementing the new transportation system plan, drafting a new floodplain management chapter, and revamping water supply regulations. Additionally, staff are collaborating with colleagues at the County Health Department and the cities within Benton County to implement advisory board policy recommendations addressing housing and houselessness.

Community Development builds on a history of developing innovative programs (such as the 2040 Thriving Communities Initiative and the Sustainability Program, which have been shifted to County Administration for operationalizing) by currently:

- Re-structuring the County's solid waste program into a full life-cycle materials management approach.
- Evolving the code compliance program into a pro-active, community-based problem-solving program.

Department staff include highly experienced employees as well as enthusiastic recent hires, all strongly committed to providing high-quality work in the public interest. The Director will provide leadership, oversee department operations, serve as the planning official, and contribute to the County leadership team. See the position description for full details.



The operating budget for 2025-2027 biennium is \$7.6 million, and the department is comprised of **16.65 FTE**. This includes Planning, Building, Code Compliance/Community-Based Solutions, Solid Waste Management, and Water Quality divisions and programs.

## Director Position and Ideal Candidate Profile

Qualified applicants will possess:

- Bachelor's degree (Master's preferred) in planning, geography, public administration, or a closely related field.
- 10 years of related management experience, including at least 5 years of experience supervising professional level staff.
- An equivalent combination of education and experience may be considered.

The ideal candidate will be a leader who understands the vital role that Community Development's programs play in building flourishing communities.



The ideal candidate will also have:

- A Master's Degree in planning, geography, public administration or other related field.
- Significant knowledge of Oregon's land use planning system.
- 10 years in land use planning and/or building code regulation, including 5 years at local jurisdiction.
- Certification from American Institute of Certified Planners.
- Public speaking experience.

## Total Compensation

- Annual salary: \$142,700 to \$204,968 annually; DOQ/E.
- Consumer Driven Health Plan with Health Savings Account. County-pays 100% premium and contributes \$800/\$1,400 depending on employee election. Includes vision coverage.
- Choice of 2 dental plans.
- Group life, LTD.
- Employer-paid retirement contribution and 3% deferred compensation.



# Community Development Director



## About Benton County & the Community Development Department

Working at Benton County  
<https://youtu.be/0zpJchhm7io>

Living in Benton County  
<https://youtu.be/8KjiZZntFig>

Wildfire Protection  
<https://cd.bentoncountyor.gov/wildfire-protection/>

Historic Resources Commission Home  
<https://cd.bentoncountyor.gov/benton-county-historic-resources-commission-overview/>

Water Quality  
<https://cd.bentoncountyor.gov/water-quality/>

Sustainability  
[boc.bentoncountyor.gov/](http://boc.bentoncountyor.gov/)

Benton County Human Resources  
4500 SW Research Way  
Corvallis, OR 97333

541-766-6081

[BCHR@bentoncountyor.gov](mailto:BCHR@bentoncountyor.gov)

Community Development Department  
<https://cd.bentoncountyor.gov/>

Building Division <https://cd.bentoncountyor.gov/building-division/>

Planning Division <https://cd.bentoncountyor.gov/land-use-and-planning/>

Solid Waste & Recycling  
<https://cd.bentoncountyor.gov/solid-waste-recycling/>



## Applications and Schedule

To be considered for this exciting opportunity, visit us at (<https://www.co.benton.or.us/hr/page/jobopportunities>) to submit an application and cover letter describing how your background and experience have prepared you to be Benton County's Community Development Department Director.

Following the first review date, applicants will be screened for minimum qualifications and desired attributes as described in the job announcement.

Applicants who most closely match the ideal candidate profile will be invited to interview. Benton County values diversity in its workforce and is an Equal Opportunity Employer.

UPDATED dates:

Application deadline.....September 5, 2025

Initial Interviews.....September 11, 2025

(travel not required)

Finalist Interviews.....September 29, 2025

(on-site)

Ideal Start Date.....November 3, 2025

