The City of Redondo Beach invites applications for:

Waterfront/Economic Development Director

First Review of Applications on January 10, 2022
Visit www.Redondo.org/jobs to apply now!
THE COMMUNITY:
Located on the choice coastal edge of L.A. County, Redondo Beach has been a preferred destination for over a century. The City’s 72,000 residents and numerous visitors enjoy coastline and beaches rivaling the most beautiful Mediterranean resorts, as well as a Pier and Harbor for strolling, shopping, dining, and boating; and three distinct commercial areas with a variety of restaurants and cafes and a number of annual attractions and recreational events. Redondo Beach offers a mild climate year-round, allowing plenty of opportunity to enjoy abundant natural beauty, recreational options, and cultural enrichment activities.

The City offers 15 parks and 13 parkettes, 2 libraries, 5 community centers, a 1,450-seat performing arts center, and 2 miles of sandy beaches perfect for sun, swimming and surfing. Students in Redondo Beach have access to public schools, that are among the finest distinguished schools in the country. A variety of family events are held year-round throughout the City, with exceptional programming for seniors and children, making Redondo Beach a fun, relaxed, and safe place to live, work and play.

THE ORGANIZATION:
Redondo Beach is a charter city with a Council-Manager form of government. The Mayor is elected at large, and one Council Member is elected from five separate districts. The Mayor and City Council appoint the City Manager as the chief executive officer to guide the City’s day-to-day operations. Redondo Beach is a full-service City with 379 full-time employees and 216 part-time employees distributed among 14 Departments including: Public Works, Police, Fire, Community Development, Waterfront and Economic Development, Financial Services, Human Resources, Information Technology, Community Services, Library, and the Offices of the City Manager, City Clerk, City Treasurer, and City Attorney. Department Heads work collaboratively as a team and support interdepartmental goals and objectives. The City’s FY 2021-22 General Fund budget is approximately $100 million and with the enterprise funds, totals $150 million. Additionally, the City has a $65 million capital budget. The Waterfront and Economic Development Director will be an integral member of a city team that values openness and honesty, integrity, ethics and accountability; outstanding customer service; teamwork; and excellence in fiscal and environmental responsibility. The Department Heads work very well together to provide a high level of service to the residents, businesses and visitors of Redondo Beach.

THE DEPARTMENT:
The Waterfront and Economic Development Department is committed to enhancing the quality of life for residents through the day to day asset management of the City’s real property portfolio as well as project management for several key economic development and planning/revitalization activities underway in key commercial areas of the City. Within the Redondo Beach Pier area, the City is actively engaged in a planning effort to create a framework plan for the various Public Amenities in King Harbor that will serve as the template for future capital investment in the area. In the Artesia and Aviation Commercial Corridor, the Department manages the City’s Storefront Improvement Program which is in its third round of funding and continues to spur capital investment in the area. The department employs a staff of 3 full-time employees and the work of the department is supported by a budget for FY 2021-22 of $3.5 million. The Waterfront and Economic Development Director reports directly to the City Manager, and is part of the senior executive team. The new Director will need to bring innovation, effectiveness, energy and experience to the department, especially as the department works to recover from the effects of COVID-19.
OPPORTUNITIES AND CHALLENGES:
The next Waterfront and Economic Development Director has the opportunity to oversee several exciting and challenging projects and initiatives including:

- Crafting a long-term revitalization strategy for King Harbor that begins with completion of the Public Amenities Planning process currently underway.
- Assisting the local business community recover from the effects of COVID-19, by implementing a permanent Outdoor Dining Program for the Redondo Beach Pier.
- Leading the property management program and negotiating several long-term leases which are set to expire in the coming years, which will require the vetting of numerous commercial reinvestment and reconstruction concepts.
- Support the City’s continuing efforts to strengthen the economic vitality of its Core Commercial Areas through efforts such as the Storefront Improvement Program.
- Preparing a King Harbor Marina Climate Resiliency Master Plan to address sea-level rise and coastal flooding hazards.
- Working with the public, Community Development Director and the private sector on reuse plans for the AES Powerplant.

To address these challenges and assist with other citywide goals and objectives, the new Waterfront and Economic Development Director must be quick on their feet and be able to plan for and respond to the demands of a very dynamic community by being approachable, building relationships with waterfront stakeholders, and valuing community input.

THE IDEAL CANDIDATE:
The ideal candidate is an innovative leader possessing strong critical thinking skills that can effectively serve a large and demanding coastal community. A proven top performer, the successful candidate will be able to plan and manage multiple projects that meet diverse needs within both the community and the department. He/she will display the leadership characteristics necessary to develop a high-performing team while valuing cross training and continual improvement of staff knowledge and skills. A competitive candidate will be an accessible public servant with the proven ability to develop and maintain productive relationships with both internal and external stakeholders, including the City Manager, Public Works Director, Community Services Director, City Council, City Boards and Commissions, as well as consultants, event producers, contractors, outside agencies, and public officials. The new Waterfront and Economic Development Director will have a record of accomplishment that embraces new technology and helps expedite, streamline, and/or enhance service delivery and transparency.

QUALIFICATIONS:
- B.A. or B.S in planning, public administration, business administration, real estate management, or a closely-related field is required; a Master’s Degree in a relevant field is desirable.
- Six or more years of progressively responsible experience in city planning, economic development, real estate asset management, government operations, or a comparable business with at least three years of experience in a supervisory capacity. Relevant knowledge and experience in the following areas is desirable: urban planning; real estate development; harbor administration; economic development; contract management, marketing and public relations, engineering and capital project management;
dispute resolution; budgeting and fiscal management; applicable Federal, State and local laws, codes and regulations; goal setting; organizational development; and communications are also desirable.

- The position’s expected competencies include: Sound decision-making skills; critical thinking ability; problem solving and innovation skills; drive for results; analytic skills; interpersonal, customer service and diplomatic skills; ethical conduct; and proven top performance.

**COMPENSATION AND BENEFITS:**
The City offers a competitive salary and benefits package consisting of the below components:

- **Salary Range** up to $154,992 annually (effective January 1, 2022)
- **Management Incentive Pay** is available at up to 25% of base salary.
- **Longevity Pay** is available at up to 12% of salary based on the individual’s number of years of public agency service, 2% per year beginning with 10th year of service, and is deferred into a 401a retirement plan
- **Retirement Benefits** are provided through the California Public Employees Retirement System (CalPERS) at 2% at age 60 for classic PERS members or 2% at age 62 for PEPRA new members
- **Car Allowance** of $375 per month
- **Cell Phone Allowance** of $55 per month
- **Professional Development Reimbursement** of up to $1,500 per year, of which up to $500 is available to utilize for gym membership or other health programs
- **Generous Annual Time Off** including up to 168 hours of vacation leave annually, 12 holidays, 124 hours of administrative leave, and 96 hours of sick leave, along with a 9/80 work schedule
- **Excellent Cafeteria-Style Medical Benefits** include CalPERS medical plans, Delta Dental plans, VSP vision plans, and an available Section 125 flexible spending plan with monthly contributions from the City of up to $1200 per month for individual employee coverage, $1500 per month for employee +1 coverage, and $1850 per month for family coverage.
- **City-Paid Benefits** include basic life insurance with AD&D and access to an employee assistance program
- **457 Deferred Compensation Plan** available, with a City contribution of 0.5% of hourly rate annually
- **Retiree Medical Insurance Contribution** and **Retirement Health Savings Plan** available

**HOW TO APPLY:**
To be considered for this exciting career opportunity, please apply online at [www.redondo.org/jobs](http://www.redondo.org/jobs). Applicants will be required to attach a current resume and cover letter to the electronic application.

Please contact Human Resources Analyst Vonetta Augustine with questions: E-mail: Vonetta.Augustine@redondo.org or Phone: (310) 318-0659 extension 2226.

Please apply ASAP. The first application review will take place on January 10, 2022.

Individuals who are deemed most qualified will be invited to participate in the selection process, which may include oral interviews along with other assessment tools. Upon completion of a thorough reference and background check, it is anticipated that the successful candidate will begin work in February 2022.