

CITY OF  
**GRESHAM**  
OREGON

CITY OF GRESHAM

# Economic Development Director



 **RAFTELIS**





## The Position

The City of Gresham seeks an Economic Development Director to strategically lead the City's economic development and urban renewal efforts. In this newly redefined position, the Economic Development Director establishes the strategic direction, mission, and objectives for economic development. The Director also plans, organizes, and administers the City's urban renewal functions to achieve goals consistent with the Gresham Redevelopment Commission, adopted urban renewal plans, and within budgeted funds and available personnel and resources.

The Economic Development Director leads a small team, preparing annual work plans and staff assignments that further the Economic Development Strategy and Urban Renewal Plans. The Director leads business development opportunities related to recruitment, retention, and expansion, including small business, commercial, retail, and traded sector areas of focus. This position directs and approves the strategic direction and administration of City incentives that align with City Council priorities and best practices, including economic incentives. The Economic Development Director responds to and resolves inquiries related to economic development issues and provides expert guidance to businesses, property owners, developers, and commercial real estate professionals to promote investment within the City of Gresham.

The Director leads strategic redevelopment efforts and implements a strategic approach to revitalization. The Economic Development Director directs and approves the planning, coordination, and review of resources necessary for the completion of real estate development or public infrastructure efforts. This position serves as the Project Manager on critical, high-profile projects that involve real property, real estate development, public buildings, and public infrastructure. The Economic Development Director also negotiates, manages, and enforces contracts related to development projects, including public solicitations and development agreements.

The Director prepares and administers budgets in accordance with City and urban renewal plan goals. This position develops justifications for budgetary recommendations and adjustments and provides the necessary data to support budget requests. The Economic Development Director develops program revenue projections and recommends strategies for the issuance of debt to meet program needs and interprets, negotiates, manages, and enforces contracts. Notably, the Economic Development Director represents the City and provides expert guidance to the City Manager, City Council, elected officials, general public, businesses, and other departments related to economic development and urban renewal.



## The Priorities

- Take the necessary time to learn and understand the vibrancy of the Gresham community. Further unify economic development and urban renewal and leverage the synergy that comes with having these functions combined under one department.
- Lead the development and implementation of a new Economic Development Strategic Plan that fosters economic opportunity and contributes to Gresham's thriving and vibrant community.
- Collaborate to identify remaining projects and initiatives for [Rockwood-West Gresham](#) over the next five years. Focus on projects that support housing, community safety, economic opportunity, transportation, and community vibrancy.
- Oversee the [Rockwood B188](#) redevelopment project to bring a new mixed-use development with education, recreation, and business hub to the center of the Rockwood neighborhood that will continue to improve its economy and community.
- Partner with City Leadership and the Gresham Redevelopment Commission on the formation of a second urban renewal area known as Downtown-Civic. With Council approval, begin the work to realize the plan and the approximately \$210 Million in projects over the 30-year lifespan that will improve the identity of the central Downtown-Civic commercial district.
- Effectively partner with colleagues and work across City departments to advance Council goals and City priorities, ensuring Gresham remains a vibrant, inclusive, and resilient community and creates greater opportunities for economic well-being and shared wealth for all.
- Champion and support the City's diversity, equity, and inclusion activities. Celebrate Gresham's many cultures and vibrant neighborhoods and purposefully weave inclusive principles and equitable practices across economic development and urban renewal initiatives.

## The Successful Candidate

The Economic Development Director is a strategic, forward-thinking leader with a passion for contributing to Gresham's revitalization. The ideal candidate sees the big picture, communicates a clear vision, and collaborates effectively to shape the City's future, while remaining realistic about what is achievable. A person of exceptional character and known for their ability to execute, the Director offers confidence grounded in experience and takes pride in building collaborative relationships that support inventive ideas and practical solutions.

The Economic Development Director understands the value of building relationships and partnerships at local, regional, and state levels to benefit the Gresham community. The ideal candidate brings a strong commitment to public service, skillfully navigates political relationships, values diverse perspectives, and promotes mutual respect in every interaction. The Economic Development Director anticipates issues and navigates controversial issues with ease. An effective communicator, the Director keeps elected officials, City leadership, and the community well-informed about ongoing projects and initiatives.

The Director stays informed on best practices, emerging trends, and modern principles of economic development. With extensive experience in economic development and urban renewal, the ideal candidate fosters economic growth by creating quality community spaces, supporting local businesses, building partnerships, and strengthening the local workforce. The Economic Development Director is deeply invested in the community, with a proven track record of retaining existing businesses, attracting new ones, and celebrating the cultural diversity of the business community.

A highly effective leader, the Economic Development Director creates a solid foundation by developing strategy, setting realistic and actionable goals, providing clear expectations, and holding others accountable. The successful candidate leads and empowers staff and actively supports their growth and development. The Director champions good work and enjoys mentoring staff and removing barriers to enable success. Importantly, the Economic Development Director creates a positive and supportive work environment and fosters a culture of collaboration and transparent communication.



## Qualifications

At least six years of progressively responsible economic development experience, including at least three years of leadership and management of a team, are required. Experience with urban renewal is essential. Knowledge of public and private development, real estate transactions, and tax increment financing is required. Prior experience with change and evolution is ideal, and direct experience in a growing, diverse community is highly desired. CECD certification is ideal but not required.

A bachelor's degree in business, finance, economics, public administration, or a related field is required. A master's degree is strongly preferred. An equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities will be considered. The City of Gresham is currently reviewing its remote working policies. At this time, the Economic Development Director is required to be on-site at least three days a week.

## Inside Gresham City Hall

Gresham is a dynamic city where families and businesses have a mutual desire and drive to thrive. Rapid growth, ever-changing needs, and a prudent budget demand a resourceful and resilient city government. We pride ourselves on going above and beyond to serve the residents, placing the community first in our decisions and practices. Gresham values collaborative partnerships, practical strategies, inventive ideas, nimble approaches, and equitable outcomes. Our work is challenging, fast-paced, and rewarding.

The City operates as a Council-Manager form of government designed to promote effective management within a transparent, responsive, and accountable structure. The Mayor and the six Councilors provide leadership, develop policies to guide the City, and adopt the budget and other ordinances. The Council appoints the City Manager to oversee operations and ensure policies are carried out and that City services are effectively, efficiently, and equitably provided. A City Attorney is employed by the Council to manage in-house legal and risk management services for the City.

The City's 686 full-time regular status employees provide services through the following departments: Budget and Finance; City Attorney's Office; City Manager's Office; Citywide Services; Community Development; Community Livability; Economic Development and Urban Renewal; Environmental Services; Fire; Parks and Recreation; Police; Urban Design and Planning; and Youth Services. The adopted 2024-25 budget is \$880 Million, with a general fund of \$120.3 Million. The City proudly provides high-quality services and seeks innovative approaches to meet the needs of the community while operating under one of the lowest tax rates in the state.

Aligned with the City's equity and inclusion work, Gresham strives to create a diverse and welcoming workplace. Our commitment to each other is built upon strong mutual trust, collective responsibility, and support. We value close collaboration and teamwork, acceptance of change, and public stewardship.

In Gresham, we get things done. Every employee at the City of Gresham has an opportunity to contribute to this organization's success and is charged with delivering the very best services to our residents.

The [Strategic Plan](#) outlines the City Council and the community's collective vision for the future. It directs City resources toward five strategic priorities: Financial Sustainability, Community Safety, Thriving Economy, Housing for All, and Community Vibrancy. Additionally, the City's decision-making and service delivery are guided by five core principles: Diversity, Equity, and Inclusion, Stewardship of Resources, Authentic Engagement, Innovation and Adaptability, and Trustworthiness and Accountability.

**Mission:** To foster a safe, thriving, and welcoming community for all.

**Vision:** Gresham is a vibrant, inclusive, and resilient community where everyone can share in economic prosperity, enjoy connection and belonging, and live a high-quality life.



## The Economic Development Department

The Economic Development Department leads Gresham's initiatives to generate community wealth, safeguard property values, and strengthen regional connections. Its goal is to cultivate a balanced, diverse industrial base that supports family-wage jobs. The department also oversees Urban Renewal as part of its mandate. With a combined operating budget of approximately \$13.5 Million and Urban Renewal with an additional Capital Budget of \$7.5 Million, the department operates with a team of seven employees, including the Director.

The City's Economic Development Strategy fosters economic opportunity by attracting investment through public/private collaboration, expanding tools in support of catalytic, quality development, and attraction of employment opportunities, and unique destination commercial/retail amenities that contribute to Gresham's thriving and vibrant economy. With a concentration on the Industrial and Traded sector, Gresham is focused on continued partnerships, incentives, redevelopment, increased capital investment, job creation, and workforce development. Through their Commercial sector, the City's efforts include national, mixed-use development, and locally owned office, retail, and food service.

Gresham has one Urban Renewal Area (URA), Rockwood-West Gresham, established by a citywide vote in November 2003 and extended in May 2022. Covering approximately 1,200 acres, the URA is overseen by the Gresham Redevelopment Commission (GRDC), with the City Council serving in this role. The GRDC implements the Rockwood-West Gresham Renewal Plan, guided by an advisory committee that provides policy and project recommendations. The GRDC contracts with the City of Gresham to administer the Urban Renewal program, with the URA reimbursing the City for related staff and administrative costs. A second URA, Downtown-Civic, is pending Council approval and includes capital improvement projects, public safety initiatives, private development partnerships, and grant programs to enhance the infrastructure and identity of the Downtown-Civic central district.

## The Gresham Community

As Oregon's fourth-largest city with more than 114,000 residents, Gresham is a welcoming community of hard-working people where tradition and heritage meet innovation and opportunity.

Located just minutes from Oregon's iconic Mount Hood, Multnomah Falls, the Columbia River Gorge National Scenic Area, the City of Portland, and the Portland International Airport, Gresham's location is ideal for families and businesses wanting to start something new and grow. Within the City of Gresham, residents are encouraged to enjoy over 314 acres of active parks, eight miles of trails, and over 800 acres of natural areas.

Gresham's network of schools provides educational opportunities for students of all ages, with many of the public schools having recently been rebuilt and modernized. Gresham also offers many preschools, charter schools, private schools, and higher education opportunities, including Mt. Hood Community College.

Our diverse and growing population includes young professionals, families, new immigrant communities, and long-time residents. Gresham's residents care deeply about our heritage as a homestead and agricultural community and are committed to a thriving and vibrant future. Today, Gresham is a dynamic, innovative, and rapidly growing city where families and businesses have a mutual desire and drive to thrive. In Gresham, we are family.





## Compensation and Benefits

The salary range for the Economic Development Director position is \$125,872 - \$181,240 and will depend on the qualifications of the successful candidate. The City of Gresham encourages a healthy work-life balance and provides a robust benefits package that includes comprehensive medical, dental, and vision insurance, employer HRA/VEBA contributions, PERS retirement, employer sponsored deferred compensation, employer paid life insurance and long-term disability, and generous PTO, sick leave, and holidays. Full details can be viewed [here](#).



## To be Considered

We believe that to deliver the highest level of service to all Gresham community members, it is crucial we employ a diverse workforce, foster an inclusive working environment, and ensure our policies and systems result in equitable outcomes. The City seeks candidates who will support these values by continuously incorporating equity in their daily work and actively contributing to a workplace culture that respects unique viewpoints, life experiences and cultural perspectives. Come build the future with us.

Applications will be accepted electronically by Raftelis at [jobs.crelate.com](https://jobs.crelate.com). Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will remain open until filled, with the first review of applications on **December 9, 2024**.



## Questions

Please direct questions to Heather Gantz at [hgantz@raftelis.com](mailto:hgantz@raftelis.com) or Robert Colichio at [rcolichio@raftelis.com](mailto:rcolichio@raftelis.com).