

# City of Fort Worth, Texas

## Job Description

<b>Classification Title</b>	Development Services Director		
<b>Job Code:</b>	DH1131	<b>Job Family:</b>	Department Head
<b>Pay Grade</b>	309	<b>Date Created:</b>	09/11/15
<b>FLSA Status</b>	Exempt	<b>Date Revised:</b>	02/26/2020

### GENERAL SUMMARY

Plans, directs and manages the activities and operations of the Development Services Department. Coordinates assigned activities with other departments and outside agencies. Provides complex administrative support to an Assistant City Manager.

### ESSENTIAL DUTIES & RESPONSIBILITIES

*The intent of this job description is to provide a representative summary of the major duties and responsibilities performed by incumbents of this job. Incumbents may be requested to perform job-related tasks other than those specifically presented in this description.*

1. Directs the activities of the division/department, which includes planning, coordinating, administering, and evaluating programs, projects, processes, procedures, systems, standards, and/or service offerings; ensures compliance with federal, state, and local laws, regulations, codes, and/or standards.
2. Supervises staff, which includes prioritizing and assigning work; conducting performance evaluations; ensuring staff is trained; ensuring employees follow policies and procedures; maintaining a healthy and safe working environment; and, making hiring, termination, and disciplinary decisions or recommendations.
3. Establishes appropriate service and staffing levels; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; and allocates resources accordingly.
4. Assesses and monitors work load, administrative and support systems and internal reporting relationships; identifies opportunities for improvement; and directs and implements changes.
5. Leads the development and administration of the department budget; approves the forecast of funds needed for staffing, equipment, materials and supplies; and implements budgetary policy and procedures.
6. Explains, justifies and defends planning and development programs, policies and activities; negotiates and resolves sensitive and controversial issues; and participates in the writing of new rules and regulations and/or proposals for new programs or projects.
7. Represents the Development Services Department to other departments, elected officials, developers, outside agencies, and general public; participates on a variety of

boards, commissions and committees; and provides staff support and technical guidance to assigned boards and commissions.

8. Attends and participates in professional group meetings; stays abreast of new trends and innovations in the field of urban planning and or development-related issues.
9. Performs other related duties as required.
10. Adheres to assigned work schedule as outlined in the Department and City attendance policies and procedures; ensures all behaviors comply with the City's Personnel Rules and Regulations.
11. Pursuant to the City of Fort Worth's Code of Ordinances and Personnel Rules and Regulations, employees in this position cannot file an appeal of disciplinary actions taken against them.

## **KNOWLEDGE, SKILLS & ABILITIES**

- **Knowledge of:**

- Operations, services and activities of a comprehensive municipal development program.
- Principles and practices of program development and administration.
- Methods and techniques of statistical data collection and analysis.
- Principles and practices of municipal budget preparation and administration.
- Principles and procedures of financial reporting.
- Principles and procedures of management systems and reporting.
- Principles of supervision, training and performance evaluation.
- Pertinent federal, state and local laws, codes and regulations.
- Principles and practices of current planning and development.
- City personnel policies and procedures.
- Principles and procedures for developing goals, objectives and management plans.

- **Skill in:**

- Organization and time management.
- Strategic and critical thinking.
- Problem solving and decision making.
- Computers and applicable software.

- **Ability to:**

- Communicate clearly and effectively, both orally and in writing.
- Assist in managing and directing a comprehensive city development program.
- Administer departmental goals, objectives and procedures.
- Analyze and assess programs, policies and operational needs and make appropriate adjustments.
- Identify and respond to sensitive community and organizational issues, concerns and needs.
- Plan, organize, direct and coordinate the work of subordinate employees.
- Delegate authority and responsibility.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

- Research, analyze and evaluate city planning and development methods and techniques.
- Prepare clear and concise administrative reports.
- Establish and maintain effective working relationships.

## **MINIMUM JOB REQUIREMENTS**

Bachelor's degree from an accredited college or university with major course work in planning, urban plan or design, public administration, urban geography, civil engineering or related field and eight years of increasingly responsible experience in urban design and planning or a closely related field, including four years of administrative and supervisory responsibility.

## **OTHER REQUIREMENTS**

Valid Texas Driver's License.

## **WORKING CONDITIONS**

*The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Depending on assignment, positions in this class typically require touching, talking, hearing, seeing, grasping, standing, walking and repetitive motions.

## **PHYSICAL DEMANDS**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Sedentary Work – Depending on assignment, positions in this class typically exert up to 10 pounds of force occasionally, a negligible amount of force frequently, and/or or constantly having to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.