



LANCASTER COUNTY, SOUTH CAROLINA
DEVELOPMENT SERVICES
DIVISION DIRECTOR

EXECUTIVE RECRUITMENT



LANCASTER COUNTY, SOUTH CAROLINA DEVELOPMENT SERVICES DIVISION DIRECTOR

THE POSITION

Lancaster County is seeking a highly motivated and experienced professional to oversee the development and implementation of the county's growth management programs in an exponential growth community that needs more parameters. The Development Services Division Director is one of four division directors that serves on the County Administrator's leadership team, with a portfolio of departments under this position.

Reporting to the County Administrator, this position will be supported by 36 employees, and a budget of almost \$6 million within the three sections of Building, Planning and Zoning, and Stormwater. The Development Services Division is responsible for programs including land use planning, zoning, code enforcement, building permitting and inspections, and stormwater engineering. The Division Director will also work closely with stakeholders including other county departments, the Planning Commission, Board of Zoning Appeals, Stormwater Advisory Council, and outside agencies to ensure the orderly and efficient growth of the county.

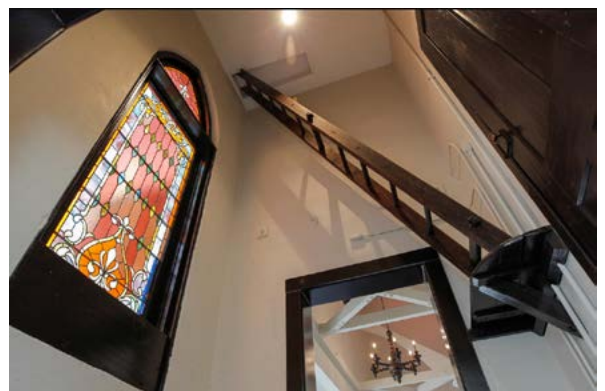


HISTORY

Lancaster County has a rich and interesting history that dates back to pre-colonial times when the Catawba and Waxhaw tribes inhabited the area. In the early 1700s, European settlers began to arrive, primarily of Scottish-Irish and English descent, and the county was officially established in 1785. In 1828, Andrew Jackson, from the Lancaster Region, was elected the seventh President of the United States, and remains the only President elected from the State of South Carolina.

In the decades that followed, Lancaster County experienced significant growth and development, particularly in agriculture, with cotton becoming a major crop. The construction of the Charlotte and South Carolina Railroad in the mid-1800s further spurred growth and led to the development of towns and communities along its route.

Today, Lancaster County is a thriving area that has diversified its economy beyond agriculture and textile manufacturing to include industries such as healthcare, logistics, and technology. The county also boasts a rich cultural heritage, with numerous historic sites, museums, and festivals celebrating its history and traditions from the northern suburbanizing area of the county to the more rural southern end of the county.



COMMUNITY PROFILE

With a current population over 100,000, Lancaster County is the third fastest growing county in South Carolina. Over the past two years, the County has experienced an 8.9% growth rate. Conveniently located in the booming Charlotte-Metro area, bordering North Carolina, Lancaster County is three hours from both the welcoming beaches of South Carolina and the Great Smoky Mountains.

The county is connected to the region by the north-south route U.S. 521, which runs directly to Charlotte. South Carolina Highway 9 runs east-west through the county, connecting it to I-77 enabling traveler's a short one-hour drive to the capital, Columbia. Those seeking an international journey are only one hour from Charlotte Douglas International Airport with destination points across the globe.

Closer to home, the benefits of living and working in Lancaster County include shopping, restaurants, a community playhouse, and an intimate performing arts center. Recent growth in Lancaster has been driven by a high quality of life, a pro-business environment and, in part, by lower property taxes than our neighbors in North Carolina.

If you are looking for outdoor amenities, look no further than your front door. The County is connected to a regional network of trails that connect 2.9 million people in 15 counties in North and South Carolina and has great water amenities with nearby lakes and the Catawba River serving as the western border of the County.

Applicants need not be concerned with educational opportunities. The Lancaster County Public School District is highly regarded with more than 14,000 students and four high schools that stretch from one end of the County to the other. The University of South Carolina-Lancaster is also based in the County.

LANCASTER BY THE NUMBERS

Population – **100,336**

Land Area – **549** Square Miles

Median Household Income - **\$67,047**

Median Value of Owner-Occupied Housing -
\$225,400

Median Age (2020) – **42.5** Years

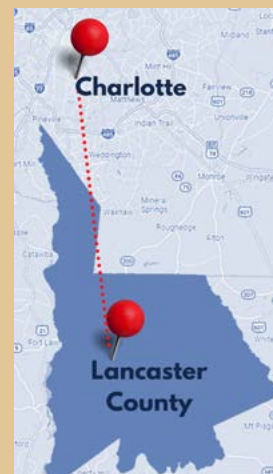
Total Households – **36,597**

Bachelor's Degree or higher – **30%**

Total Employer Establishments (2020) –
1,562

Unemployment Rate
(Jan 2023) – **3.8%**

(Not Seasonally Adjusted)



THE ECONOMY

Lancaster County is a rapidly growing community, having experienced a population increase of 51% since 2000. The county boasts a thriving business environment, with the largest commercial goldmine in the Eastern United States located within its borders. In fact, the entire county is a veritable economic goldmine for businesses.

Since 2016, Lancaster County has consistently ranked among the top 10 counties in the state for announced new projects by the South Carolina Department of Commerce. Manufacturing operations have expanded, and the county now hosts the headquarters of major companies such as Continental Tire, Nutramax, and Red Ventures. Additionally, the county has become a hub for engineering and design offices, high-tech firms, and financial services operations, including Movement Mortgage. The development of several Class A office and industrial parks has further boosted the county's economic growth.

Lancaster County has also spurred regional growth, with numerous new residential housing developments and over \$2 billion in new retail and commercial growth since 2006. The county benefits from excellent transportation infrastructure, including the Lancaster and Chester Railroad, which connects to both CSX and Norfolk Southern main lines, and a county-owned airport with a 6,000-foot runway.

The county offers an attractive quality of life, with a robust economy, affordable cost of living, and excellent schools. Visitors can feel the vibrancy and growth of the community. The new Development Services Division Director will have the opportunity to play a crucial role in shaping the future growth and success of the county.





THE ORGANIZATION

The county government is organized as a Council-Administrator form of government, where the County Council is the legislative body, and the County Administrator serves as the chief executive officer. The County Council is composed of seven members, each elected to serve four-year terms. The Council is responsible for making policy decisions and enacting ordinances, while the County Administrator is responsible for implementing those policies and managing the day-to-day operations of the county. The County Administrator has been in the position for 18 months and is continuing to build the management team and reposition the organization under a "High Performance Organization" structure. The County is in the development phase of its first Strategic Plan in 30 years.

The workforce consists of approximately 1,100 employees, supported by a combined funds budget of over \$124 million for FY23. The organization is combined into five basic divisions including Financial Services, Judicial Services, Public Safety, Public Services, Development Services, and General Services with each reporting to a director.

Lancaster County is committed to managing growth and enhancing the quality of life through sound policies, innovation, capital investments, business recruitment, public safety support, and parks and recreation amenities.

POSITION REQUIREMENTS

The county is seeking candidates that meet the following qualifications:

- Bachelor's degree in planning, Architecture, Engineering, Public Administration, or related field.
- Master's degree in a related field preferred.
- At least five (5) years of experience in local government planning, zoning, and development review at the level of senior planner (or above).
- 7-10 years as a department head or similar position preferred.
- Any equivalent combination of training and experience.

THE IDEAL CANDIDATE

In addition to the qualifications outlined in the previous section, the county desires to attract candidates for the position that possess direct experience and demonstrated competency in the following categories:

- Excellent communication, leadership, and interpersonal skills,
- Ability to work effectively with elected officials, appointed boards, developers, contractors, and the public,
- Knowledge of state and federal laws and regulations pertaining to planning and development,
- Extensive knowledge of comprehensive planning and UDO development,
- Planning, growth management, zoning, and
- Policy development.

In addition to the technical proficiencies listed above, the county has identified the following personal attributes it would like the new Development Services Division Director to possess:

- Visionary
- Articulate
- Flexible
- Focused
- Analytical
- Trustworthy
- Diplomatic
- Resourceful
- Approachable

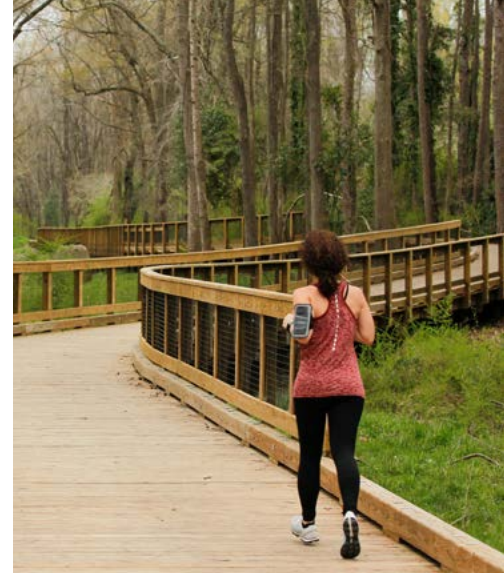
The selected candidate should also be comfortable being an "enforcer," as they must uphold adopted regulations and policies.



MAJOR CHALLENGES AND OPPORTUNITIES

The next Development Services Division Director will be tasked with the continuation of some critical projects to ensure the high volume of growth is done in a way that matches the values and vision of the County Council and the community. Some of the current and upcoming critical projects include but are not limited to those listed below.

- Based on the tremendous growth, the county has identified a need to rewrite its Unified Development Ordinance (UDO) to meet the needs of the mid-21st century. The County is six months into the rewrite with consultant support. Leadership understands that this is a large undertaking, and it is committed to providing the necessary outside resources to assist in this process. However, the new division director will be key in driving this project to completion.
- The county is in the middle of updating its comprehensive plan. This has been an involved and productive process, where the county has broken itself into three sections to recognize the varying degrees of growth. As with the UDO rewrite, the county has engaged a consultant to assist with this project, but the new director will be charged with leading it across the finish line.
- Lancaster County provides planning and development assistance to some of the municipalities within its boundaries by way of interlocal agreements. It will be important for the new director to review these agreements, make sure they are adequate, manage them appropriately, and propose changes if necessary.



COMPENSATION AND BENEFITS

The anticipated starting range for this position is \$120,000-\$130,000 DOQ/E. Lancaster County also provides a comprehensive and generous benefits package including:

- South Carolina (SC) State Retirement System
- Health, dental, and vision insurance
- S.C. deferred compensation plans to include 401K and 457
- Standard supplement long term disability plan
- MetLife life insurance
- Colonial Life benefits to include whole life policies and cancer policies
- Short term disability plans
- Paid annual and sick leave (accrued bi-weekly)
- 12 paid holidays
- On-site health clinic
- Employee wellness programs and discount YMCA membership
- First Sun employee assistance program and benefits
- Verizon data plan discount
- Hybrid work format, if appropriate
- Relocation assistance (negotiable)



SELECTION PROCESS & SCHEDULE

Interested applicants should apply online at www.GovHRjobs.com with a cover letter, resume, and contact information for five (5) references by April 26, 2023. Electronic submissions are required and confidential inquiries are encouraged. Contact Alan Rosen, Vice President, GovHR USA at 954-644-9999.

Lancaster County is an Equal Opportunity Employer (EOE).

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