



L A P I N E

O R E G O N

COMMUNITY DEVELOPMENT DIRECTOR

\$111,007 - \$132,532

Plus excellent benefits including up to \$10,000 moving reimbursement, and Non-Oregon PERS Retirement. (City provides 6% of employee's salary and with an additional 3% available match to a 457/413 account.) Oregon PERS Retirees could continue to receive retirements checks while working for La Pine as a result.

Apply by

April 19, 2026

First Review, Open Until Filled

PROTHMAN



THE COMMUNITY



Located in southern Deschutes County, the City of La Pine is Oregon’s newest municipality, incorporated in 2006. With a population of approximately 3,126, the city has more than doubled in size since

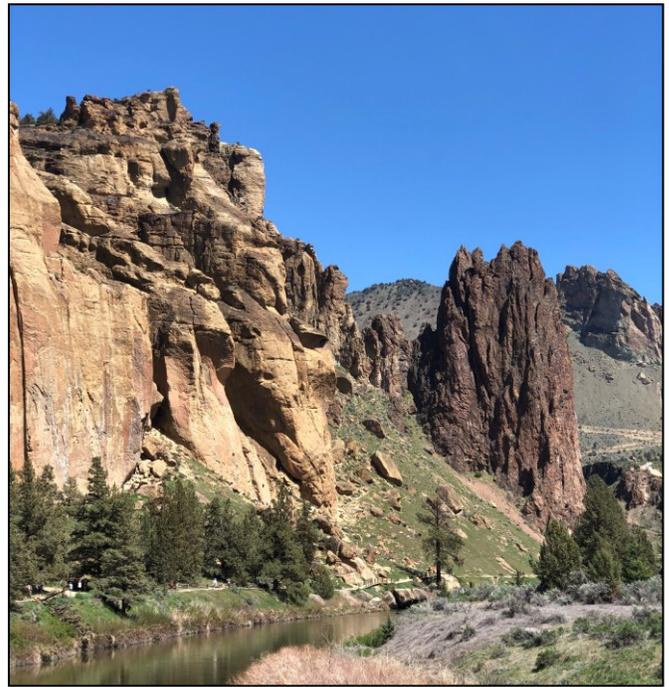
2007 and is now the fourth largest in the county. According to Portland State University, La Pine is the second fastest-growing city in Oregon, with an 8.2% growth rate between 2022 and 2023. Within a five-mile radius, the area serves more than 15,000 people.

La Pine spans approximately seven square miles and sits at an elevation of 4,236 feet. Nestled along the Little Deschutes River and surrounded by the Deschutes National Forest, Newberry National Volcanic Monument, and the Cascade Lakes, La Pine offers direct access to year-round outdoor recreation. Residents and visitors enjoy world-class fishing, hunting, camping, hiking, mountaineering, snowmobiling, and snow sports at nearby Mt. Bachelor and Willamette Pass. The community was recently named one of the “14 Great Ski Towns You’ve Never Heard Of” by Realtor.com.

While La Pine continues to grow, it maintains its small-town character and welcoming spirit. The city supports a mix of residential, commercial, and industrial development, with major regional employers including Sunriver Resort, Mt. Bachelor, Bend-La Pine Public School District, Sunriver Brewing Company, Bi-Mart, and Midstate Electric Cooperative.

La Pine is proud of its strong sense of community and vibrant local events and traditions. Annual celebrations such as the Fourth of July Frontier Days and Rodeo, the Rhubarb Festival, and the Holiday Trucker’s Light Parade bring residents together and draw visitors from across Central Oregon.

The city’s motto, “Passion is Our Nature,” reflects the pride of its residents and the natural beauty of the region. These qualities often leave visitors feeling at home almost instantly. La Pine offers a unique blend of affordability, opportunity, and access to the outdoors, making it an exceptional place to live, work, and play.



THE CITY

The City of La Pine operates under a Council-Mayor form of government consisting of a Mayor, elected to a two-year term, and four Council members, elected to four-year terms. All positions are non-partisan and each Council member represents all residents within the defined city limits of La Pine. The Mayor and Council are served by an appointed City Manager who serves as the Chief Administrative Officer of the City and supports the administrative and operational departments.

The City has a total of 15 FTEs and a projected FY 2025-26 budget of \$31,093,193 to fund services, operations, and projects of the City. The City provides sewer, water, public works, finance, planning, economic development, code enforcement, and urban renewal services.



THE DEPARTMENT & POSITION

The Community Development Department has two FTEs and a FY 2025-26 budget of \$828,486. The Department provides services in land use planning, current and long-range planning, and Code Enforcement Services. The department head is responsible for oversight and management, at the direction of the City Manager, of the City's Planning Commission. The Planning Commission is a five-member body appointed by the Council. The department also coordinates closely with the City's Public Works Departments, Administration, and Finance Departments, and the city's Urban Renewal Agency.

Reporting to the City Manager and Assistant City Manager, the Community Development Director is responsible for planning, organizing, administering, and directing all activities of the City's Community Development Department. This position performs professional work requiring advanced knowledge of the principles of urban planning, land use, code enforcement and community development. This position is responsible for developing, recommending, and implementing policies and procedures to administer city plans, ordinances, and codes, including without limitation, those related to planning and zoning, land development, design review, code enforcement, historic preservation, community development, and urban renewal. The position coordinates with the public works director and city engineer on planning and development of public facilities and infrastructure. This position supports the La Pine City Council, Planning Commission, and Urban Renewal Board.

For a full job description, please view the attachment found [here](#).



OPPORTUNITIES & CHALLENGES

1. The regional growth pattern of Central Oregon, particularly in the Deschutes/Bend area, is increasingly recognizing La Pine as a quality community offering more affordable housing and a growing workforce. This has earned La Pine the distinction of the second fastest-growing city in Oregon. Planning and appropriate permitting will be critical responsibilities for the new Community Development Director and for La Pine's future. This collaborative effort involves the City Council, City Manager, and all city departments. The Community Development Director is at the center of this transparent and crucial process.
2. Deschutes County is the single largest property owner in La Pine. Much of this property may become available for private development, guided by a newly updated Master Plan prepared by the County and currently in the approval process with the City. The new Community Development Director will play a significant role, alongside the City's Public Works Director and Deschutes County staff, in shaping this key planning document and its long-term impact on La Pine.
3. While the population of La Pine is approximately 3,100, the service area population is 15,000. For many residents in the surrounding area, La Pine serves as the nearest governmental center and a focal point of community identity. This dynamic brings complex and sometimes oversized requests, with city staff frequently asked to address issues beyond the City's formal jurisdiction. Tact, diplomacy, and compassion will be essential skills for the new Community Development Director.
4. The successful candidate will be expected to work directly with community members, manage conflict in a professional and constructive manner, and develop solutions consistent with city code, fairness, and an understanding of rural Central Oregon politics.

EDUCATION & EXPERIENCE

A bachelor's degree in planning or a related field and seven (7) or more years of progressively responsible municipal planning experience, including three (3) or more years of supervisory and leadership experience, is required. A master's degree in planning or a related field and American Institute of Certified Planners (AICP) certification are preferred. Any combination of experience, education, and training that demonstrates the requisite knowledge, skills, and abilities required for the position will be considered.

THE IDEAL CANDIDATE

The ideal candidate will bring advanced knowledge of current and long-range planning principles, including the Oregon land use system, and a strong understanding of federal, state, and local laws governing community involvement and development review. The ability to evaluate complex land use proposals, interpret applicable codes, and apply sound research and analytical methods will support defensible recommendations. Knowledge of civil and traffic engineering, economics, sociology, and architecture will enhance comprehensive planning analysis.

The successful candidate will demonstrate effective supervisory and operational management skills while balancing multiple priorities in a fast-paced environment. Proficiency in virtual desktop environments and planning software will ensure efficient workflow. Strong written and oral communication skills will support preparation of technical reports, grant proposals, and presentations to governing bodies. The ability to navigate sensitive political matters with professionalism and provide responsive customer service will foster trust and collaboration among diverse stakeholders.

The City of La Pine is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **April 19, 2025** (applications reviewed as submitted, open until filled). Applications, resumes, cover letters, and supplemental questions will only be accepted electronically. To **apply online**, go to www.prothman.com and click on "**Open Recruitments**", select "**City of La Pine, OR – Community Development Director**", and click "**Apply Online**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in. If you are a veteran and wish to request veterans' preference credit, please indicate that in your cover letter, and complete and submit the veterans' preference form posted on the Prothman website as instructed on the form.



www.prothman.com

206.368.0050

COMPENSATION & BENEFITS

➤ \$111,007 - \$132,532 DOQ

➤ La Pine is a Non-Oregon PERS City. Instead, eligible employees receive a 457(b) Deferred Compensation Plan. The City contributes up to 3% of an employee's annual base salary and matches employee contributions up to another 3%, for a total possible City contribution of 6% annually. Eligibility begins after 1,000 work hours.

➤ Health benefits include medical, dental, and vision insurance, life and disability insurance, AFLAC, and MASA Ambulance Service.

➤ City contributions to employee insurance premiums are currently set at \$1,800 per month. An HRA VEBA health reimbursement plan is available as well for employees who have a surplus of monthly city contribution after premiums have been paid.

➤ Paid time off accrues at the rate of 14 hours per month for the first five years of employment. These benefits are not earned until the final day of each work month and commence accrual once the introductory period has been completed. An employee is also granted twelve (12) paid holidays per year.



LA PINE

To learn more about the City of La Pine and the local community, please visit:

www.lapineoregon.gov

www.lapine.org