



WHATCOM COUNTY

WASHINGTON

PLANNING & DEVELOPMENT SERVICES DIRECTOR



APPLICATION DEADLINE

- September 28, 2025

SALARY & BENEFITS

- \$11,173 - \$16,223/mo
- Annual 3.8% salary step increases
- Comprehensive medical, dental, and vision for employee and dependents at no cost
- 27 days of PTO annually with consideration for up to 10 additional days based on prior related public service
- 12 paid holidays
- Long-term disability
- Life Insurance
- Washington State Retirement System
- Deferred compensation retirement option with match up to 2% of salary

Whatcom County is seeking an experienced and visionary **Planning & Development Services Director** to lead the County's planning and development initiatives. This is a key leadership role responsible for guiding departmental strategy, operations, and budgeting while driving innovation in land use, permitting, and community development. Reporting to the County Executive and working closely with the County Council, Planning Commission, and other advisory committees, this position offers an opportunity to lead meaningful change in the County's planning and development processes, that includes promoting regulatory frameworks that supports the development of affordable housing solution. The role focuses on fostering a growing, vibrant and economically resilient community seeking economic renewal over future decades, balancing development needs with community values and environmental stewardship while supporting housing accessibility for all income levels.

ESSENTIAL DUTIES

- Lead the strategic direction, performance, and fiscal management of the Planning & Development Services Department
- Oversee departmental functions, including long-range planning and policy development, current planning, permitting and enforcement, natural resource planning and management
- Collaborate with the County Executive, County Council, Planning Commission, and advisory committees
- Drive improvements in service delivery and permitting efficiency
- Ensure compliance with local, state, and federal regulations

THE IDEAL CANDIDATE

The ideal candidate is a strategic and collaborative leader with deep expertise in land use policy, development regulations, and operational management. They are committed to streamlining processes, enhancing service delivery, and aligning planning efforts with economic growth, community values, and environmental sustainability. This leader brings strong fiscal stewardship, empowers a high-performing and inclusive team, and builds trusted relationships with staff, stakeholders, and partners to drive long-term success for Whatcom County.

See full [job description](#) for more information
or visit www.whatcomcounty.us/jobs



WHATCOM COUNTY

WASHINGTON

PLANNING & DEVELOPMENT SERVICES DIRECTOR

THE DEPARTMENT

The mission of the Planning and Development Services department is to ensure growth and development occurs in a manner that protects public health, safety and welfare, and ensures the quality of life enjoyed by citizens and visitors in Whatcom County is preserved and enhanced.

Whatcom County Planning and Development Services currently has 52 FTE's and is divided into three major divisions including Building Services, Natural Resources and Planning. The Planning & Development Services Director will guide highly talented and dedicated management team providing leadership and guidance on a wide variety of land use, long range planning, natural resource management, building and code related issues for Whatcom County.

For more information about the Planning and Development Services Department, visit: www.whatcomcounty.us/pds



BE PART OF OUR COMMUNITY

Whatcom County, Washington, is nestled along the Canadian border, positioned between the San Juan Islands and the Cascade mountain range. Our scenic community is made up of approximately 230,000 people, with Seattle is 90 miles to the south and Vancouver, British Columbia, is 50 miles to the north.

Our community boasts the cleanest air in the country, is one of the largest producers of raspberries in the US, enjoys 130 miles of coastline, and is one of the few Home Rule charter counties in Washington, allowing for a more representative democracy on the local level.

For more details about our wonderful community, visit Bellingham.org.

LOCATION, LOCATION, LOCATION



*AN OPPORTUNITY TO DISTINGUISH YOURSELF IN PUBLIC SERVICE AND
MAKE A COMMITMENT TO WHATCOM COUNTY'S FUTURE!*