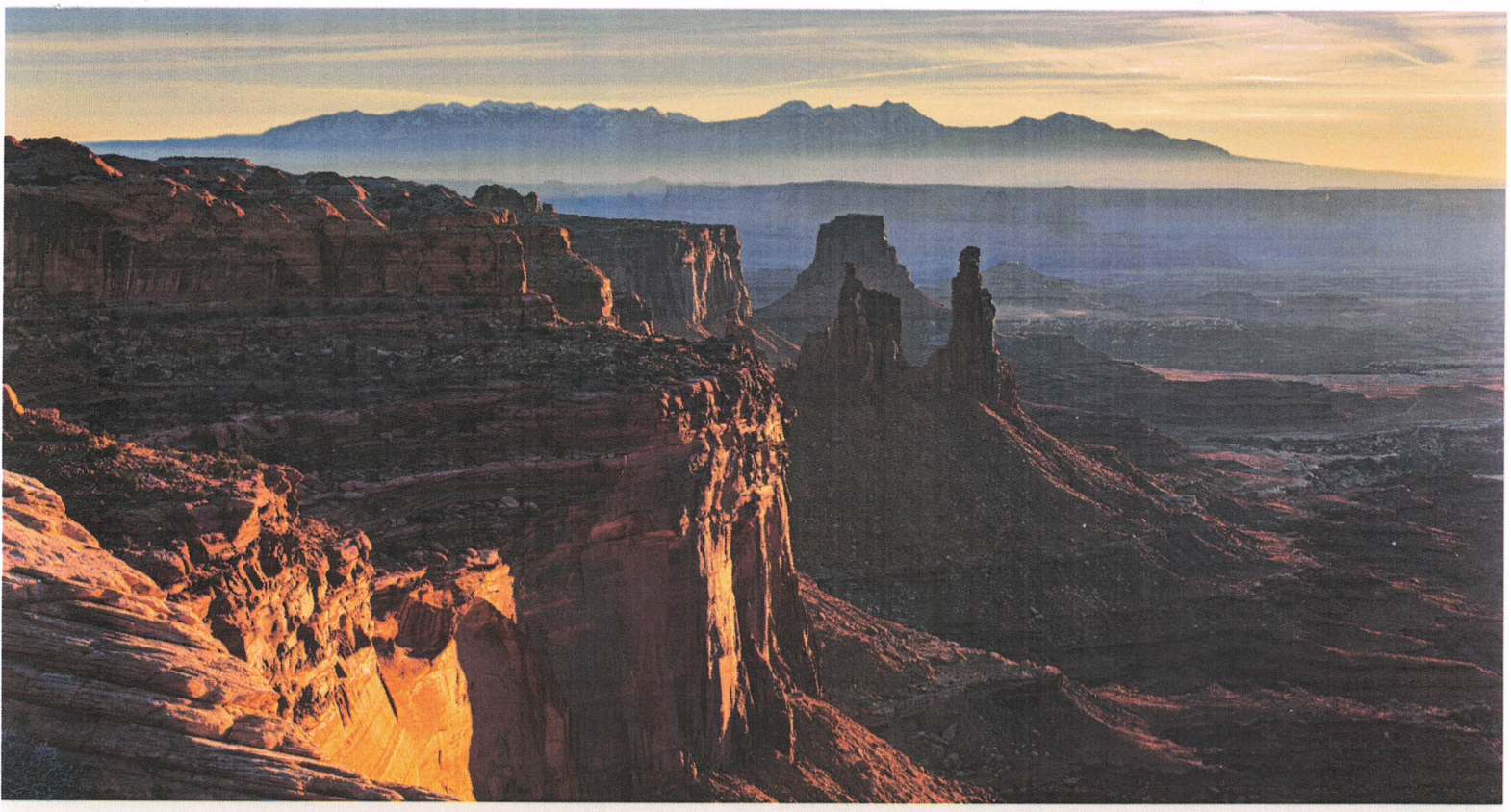


GRAND COUNTY
— UTAH —

INVITES YOUR INTEREST IN ITS
NEXT

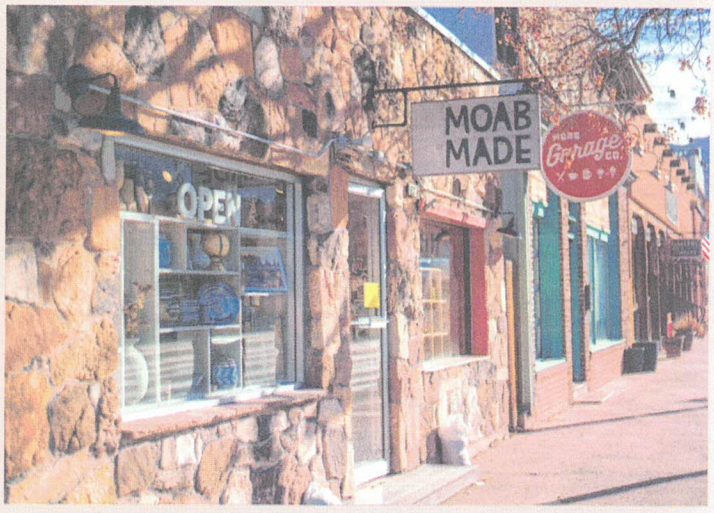
PLANNING AND ZONING DIRECTOR

FIRST REVIEW OF APPLICATIONS: November 6, 2026

SLAVIN MANAGEMENT CONSULTANTS

Photos courtesy of @discovermoab

THE COMMUNITY



Grand County is one of the most desirable and visually stunning areas of the world. The County is home to Moab, a unique, environmentally diverse area of the state and country where outdoor enthusiasts from all over the world come to explore the wonderful natural ecological gifts provided by Mother Nature. Home to Arches National Park and Canyonlands National Park, nearly 5 million people visit the area annually. The weather is exceptional, where there is nearly 300 days of sunshine annually.

According to the National Park Service (NPS), Arches National Park has over 2,000 natural stone arches, hundreds of soaring pinnacles, massive rock fins, and giant balanced rocks. The NPS further states that Canyonlands National Park is a "wilderness of countless canyons and fantastically formed buttes carved by the Colorado River and its tributaries" that divide the park into four districts: Island in the Sky, The Needles, The Maze, and the rivers themselves.



The area is also home to Dead Horse Point, the Colorado River, Hell's Revenge, the La Sal Mountains, and Sand Flats Recreation Area. Grand County/Moab is a destination like no other. Millions visit annually to enjoy the Colorado River that cuts through the red rock canyons, explore the many diverse trails on foot or by mountain bike, Jeep tour, rappel the cliffs, base jump from extraordinary heights or just "take in" the extraordinary landscape. The area is noted for its movie production location, where over 200 films, including "Indiana Jones and the Last Crusade" have been filmed. It is "THE outdoor destination" of the inner mountain west of the United States.

Amenities and educational opportunities are also abundant within the County. The Grand County School District has four campuses: one preschool, one elementary school, one middle school, one high school and one alternative educational school. Additional education institutions include Moab Charter School, a free K-6 public charter school, an alternative learners high school, The Heron School, and an alternative adult education center (Arches Education Center), co-located with Utah State University - Moab campus. The middle school is on a newly constructed campus, and the high school campus was updated to include a TSAC (Technical, Science and Arts Center) building.

Grand County is a geographically large county encompassing 3,673 square miles with the County seat in Moab. The population of the county is just under 10,000.

Photos courtesy of @discovermoab



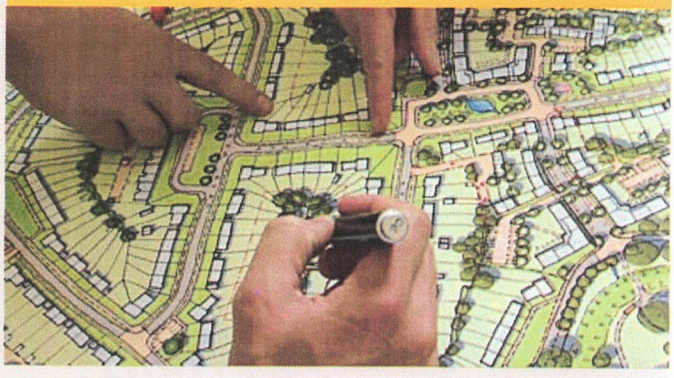
THE ORGANIZATION AND DEPARTMENT

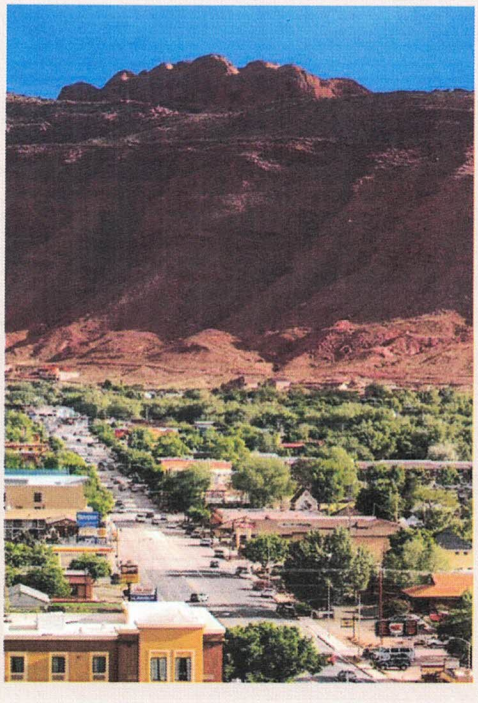
The Grand County staff is a close-knit, caring and team-oriented group of professionals. Many staff members have worked at the County for decades and enjoy a supportive, engaging environment. The County Commission is charting its goals for the County. The Commission values professionalism and talents that the staff offer as everyone works together to advance the overall goals and objectives of the County.

Grand County employs approximately 195 employees in total, including full-time, part-time and seasonal employees. The County's approved 2026 Fiscal Year General Fund Budget is $22 million. The Planning and Zoning Director is one of fifteen department heads who report to the Commission Administrator or the Associate Commission Administrator. The department also works with a Planning Commission, acting as an advisory body to the County's planning and zoning efforts. The Planning and Zoning Department is currently funded for 5.5 FTE's, with a budget of approximately $800,000. In addition to the Director, the department includes the County Engineer, Associate Planner, Planner I, Code Enforcement Officer, and a part-time staff liaison assigned to the Uranium Mill Tailings Remediation Action (UMTRA) project. The remaining staff report to the Director.

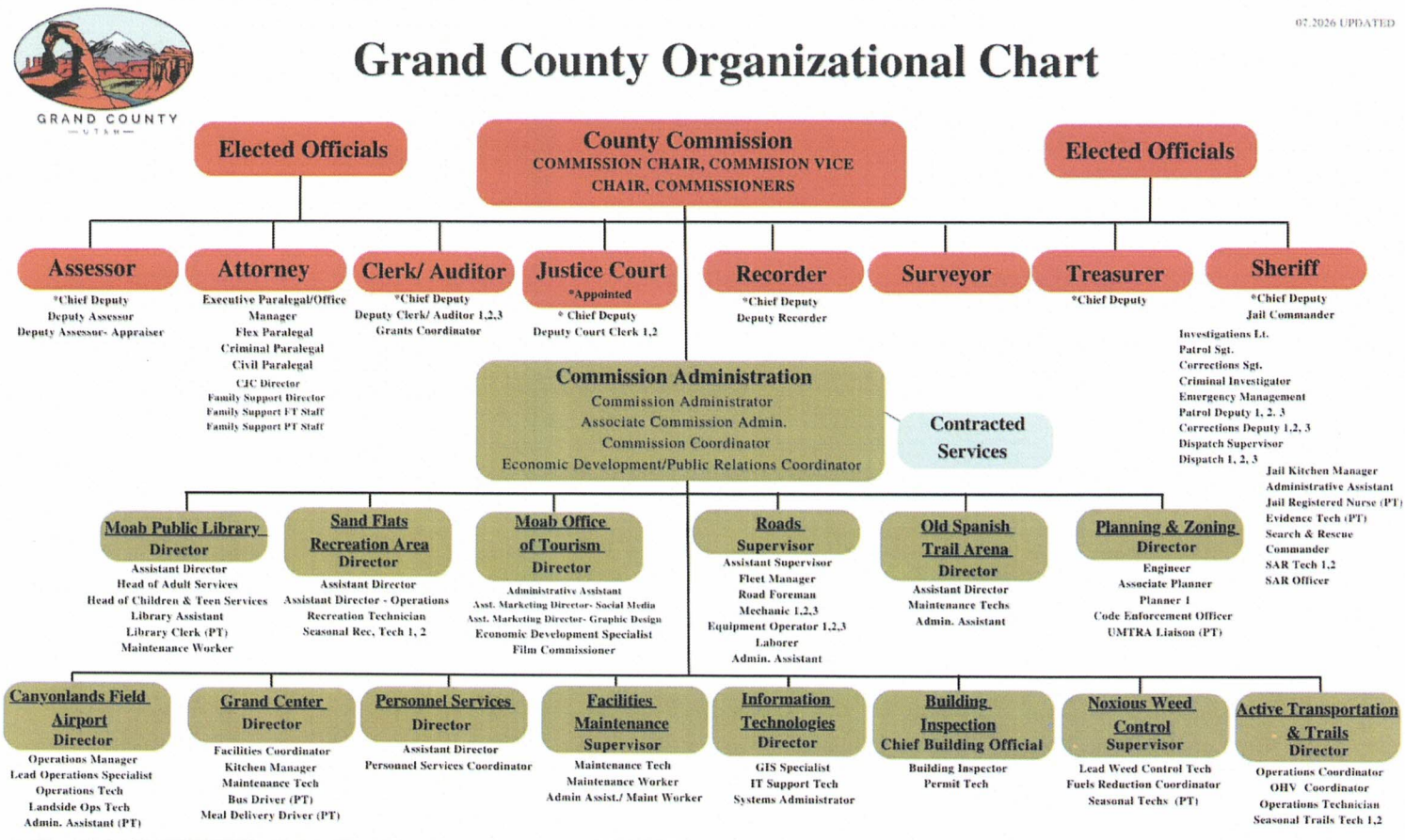
Due to other professional opportunities and personal circumstances, there are currently several vacancies within the department. The new Director will be given authority to hire their team and implement their vision for the future of this critical service within the County.

LAND USE CODE





GRAND COUNTY
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ESSENTIAL DUTIES OF THE POSITION

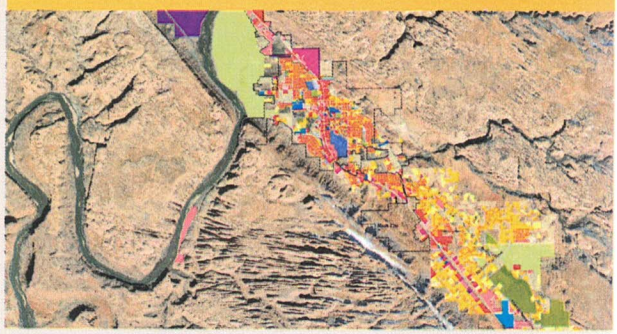
The Planning and Zoning Director performs a variety of complex administrative, managerial duties including but not limited to the budgeting, planning, organizing, directing, and coordinating the County Planning and Zoning program. Additional duties are noted below:

- Overseeing planning, zoning, and land use code enforcement.
- Partnering with the Grand County Active Transportation and Trails staff and oversees the management of contract engineers and as-needed/as-available volunteers.
- Know and understand the principles, practices, and functions of land use planning, including but not limited to zoning code administration, site plan and subdivision plans, design, state laws, and their relationship with the County's adopted building codes.
- Working closely with economic development, civil engineering, and environmental regulations as applicable. Experience in developing and managing a department budget and aligning resources to deliver the program, implementing the governing body's goals and objectives is critical.
- Working with community groups, individuals, and other stakeholders. Ability to develop and preserve professional relationships on behalf of the County is critical. Exercising tact, maintaining a professional demeanor in all situations is imperative.
- Public speaking, diplomacy, and proactive problem resolution skills are also an integral part of the responsibilities of the position. Effective written and analytical skills in evaluating policies, ordinances, projects, and complex issues are essential to the success of the position.

ISSUES AND OPPORTUNITIES

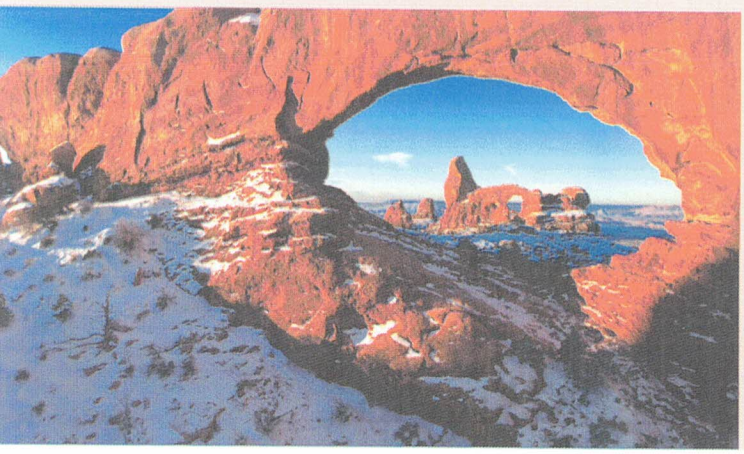
The vast beauty of this community and its picturesque environment present incredible legacy-making opportunities for the next Planning and Zoning Director. In addition to overseeing the onboarding of staff for a fully operational department, the County has identified a need to update its land use development code as a priority. The existing code needs to be updated to address the current and future needs of the County. This includes but is not limited to modernizing the code to create a user-friendly format that is easily navigated by customers and staff alike. Additionally, the General Plan will need to be finalized by the Department to ensure that preferred land use policies are adopted and consistent with the community's needs and goals desired by the Commission including finalizing the Future Land Use Map. The County wants the next Director to conduct a review of its development permitting processes and determine what, if any, changes may be needed to ensure these processes are consistent with adopted policies, codes. As part of the processes and systems review, the Director will need to review the code and related policies to determine that there is clarity in administrative and legislative authority ensuring that there is no confusion for customers engaging in the County's permitting processes.

CURRENT PLANS & MAPS



Despite there being only approximately 5% of privately held lands in the County, there are several private development projects in various stages within the development processing pipeline that will require oversight, management and in some instances, direct involvement by the next Director. Selected private and quasi-private sector projects include:

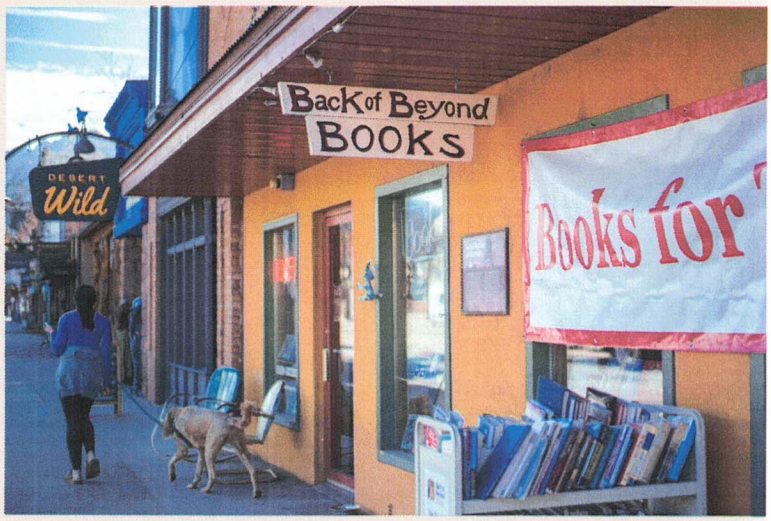
- **Echo Canyon**. A 160-acre mixed use development. This project has received its entitlements and is in the site plan, platting phases of implementation. It is located on the banks of a section of the Colorado River, abutting parts of the picturesque red rock canyons within the area. A resort, single-family housing and other non-residential development is proposed.
- **Arroyo Crossing**. An affordable housing multiphase development entering its second phase of platting.
- **Several** additional major development projects that are in the early planning stages.

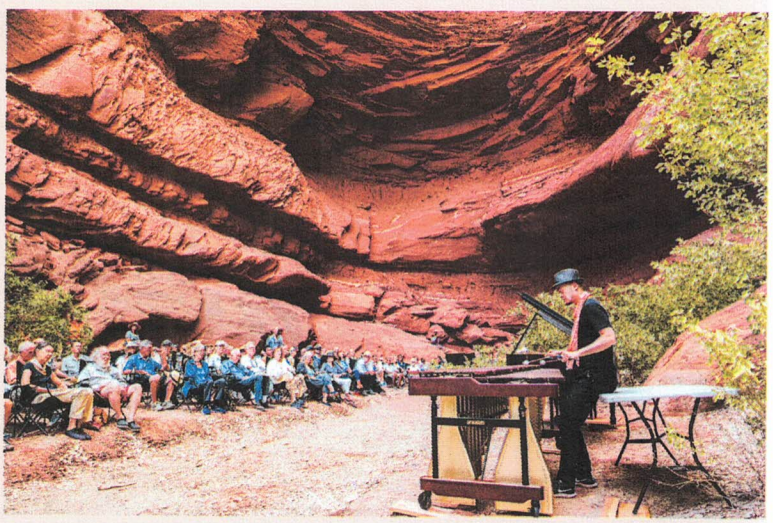


Photos courtesy of @discovermoab

IDEAL QUALITIES OF THE NEXT PLANNING AND ZONING DIRECTOR

- Demonstrates the technical, managerial and leadership competencies to lead a professional staff and advise policy makers on all matters land use related.
- Demonstrates experience and sensitivity working with highly visible projects and programs.
- An individual who can mentor staff and provide a supportive and nurturing role in developing junior members of the team.
- An individual who can interpret and translate code requirements and as needed, demonstrates the ability to provide creative solutions to implementing the code requirements within their authority.
- Demonstrates decisiveness when needed and ensures all issues and options, to the extent known, are considered when making recommendations.
- Ability to communicate and translate complex issues with clarity to all members of the public.
- An active, empathetic, and patient listener, who is non-judgmental to the diversity of perspectives within the community.
- An individual who can be a bridge to different perspectives within the community as needed.
- An appreciation for an active, engaged, and passionate community.
- Someone who is confident in their skills, experience and abilities, and who concurrently remains respectful and deferential to the process and roles.
- An individual who takes the initiative to meet stakeholders and develop relationships to establish trust within the community.
- Is politically astute but not politically active.





Photos courtesy of @discovermoab

POSITION REQUIREMENTS

Graduation from college with a bachelor's degree in Planning, Landscape Architecture, Public Administration, Public Policy, Community Development, Geography, or closely related field. Eight (8) years of progressively responsible experience performing above or related duties with three (3) years in a supervisory or administrative capacity; or an equivalent combination of education and experience. Must maintain membership in the American Planning Association; American Institute of Certified Planners (AICP) certification desirable.

THE COMPENSATION

The Grand County will offer a highly competitive compensation package commensurate with the successful candidate's experience and qualifications. Additional one-time, onboarding compensation may be considered. The County also offers an excellent benefits package that includes:

- 15 holidays annually
- Vacation leave
- Medical leave
- Medical insurance plan (zero premiums for single, two-party, and family plans when the high-deductible option is selected)
- Vision insurance
- Dental insurance
- Health Savings Account (including annual employer contribution)
- Flexible Spending Account
- Long-term disability insurance
- Life insurance
- Utah State Retirement Systems (full vesting at 4 years)
- Relocation Assistance (considered on a case by case basis)
- Education reimbursement, employee assistance program, & additional opt-in retirement savings and health benefit plans

TO APPLY

The recruitment will remain open until the position is filled. The first review of applications is scheduled for November 6, 2026. References will be contacted only following candidate approval. Finalist interviews will be held in Grand County. Candidates will be advised of the status of the recruitment following selection of the Planning and and Zoning Director. **To apply,** please send a letter of application, detailed résumé, and current salary to:

Robert E. Slavin, President or John Kross, Western Regional Manager
SLAVIN MANAGEMENT CONSULTANTS
3030 Holcomb Bridge Road, Suite A-1
Norcross, GA 30071
Email: slavin@bellsouth.net
www.slavinmanagementconsultants.com
Phone: (770) 449-4656
Fax: (770) 416-0848

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SLAVIN MANAGEMENT CONSULTANTS

John Kross, Contact Information: johnkross@psmconsulting.us or (480) 797-4487
Electronic Submissions are Preferred

GRAND COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

Photos courtesy of @discovermoab