



Director of Development Services

Guided by its motto, "Progress with Vision," the Town of Waynesville, NC, is seeking an experienced and community minded **Director of Development Services** to provide departmental leadership of complex regulatory work and organizational development. Working closely with the Town Manager, this individual will perform difficult professional and managerial working planning, organizing, and directing the Development Services Department. This Department Head is responsible for leading and directing the staff responsible for Planning, Zoning, Building Inspections, Storm Water Compliance, Code Enforcement and other related programs for the Town of Waynesville. Work involves providing guidance for the orderly long-range growth and current development of the Town and ETJ, supervising staff in conducting studies, enforcement of building, zoning, and related codes, planning, and design projects. Work also includes representing the Town in intergovernmental activities including working with infrastructure, transportation, and land use issues with other government officials, providing administrative guidance to the Department, and supervising administrative and building inspector staff. The ideal candidate will help continue the community vision for the Town while maintaining favorable relationships among the Town and community stakeholders. Success in this role will require strong communication, sound judgment, and the ability to build trust while navigating complex issues. Work is performed under the general supervision of the Town Manager and is evaluated on the basis of the attainment of individual and department performance objectives, feedback from the public served, and observation.

The **Director** will work with elected officials, staff, and community partners to manage responsible growth and implement the goals of the Town's [2035 Comprehensive Land Use Plan](#), "Planning with Purpose," which addresses land use, housing, economic development, transportation, and the preservation of the community's natural and cultural resources. Internally, with a stable, experienced, and well-developed Team, the Development Services Department is primed for future growth as we look to identify its next leader.

About the Community:

The Town of Waynesville, a small mountain town located in Haywood County about 30 miles southwest of Asheville, is commonly known as the "Gateway to the Smokies" because of its proximity to the Great Smoky Mountains National Park and the Blue Ridge Parkway. With a population of approximately 10,500 residents, Waynesville maintains a small-town feel while still serving as the county seat and the largest town west of Asheville.

Despite its modest size, Waynesville is a regional hub for shopping, dining, arts, and tourism in Haywood County. It is especially known for its charming [downtown district](#) centered along Main Street, which features historic brick sidewalks, scenic mountain views, and a collection of locally owned businesses that give the town much of its character. Downtown serves as the cultural and commercial heart of the community, with art galleries, boutiques, restaurants, breweries, and coffee shops all within an easy walking distance. Throughout the year, community events, street festivals, and seasonal decorations bring energy to the area, making it both a gathering place for residents and a popular stop for visitors exploring the Smoky Mountains. Just below downtown along Richland Creek is [Frog Level](#), a historic district that once served as the town's railroad and industrial hub in the late 1800s. In recent years, the area has experienced a revitalization, transforming into a lively neighborhood filled with breweries, restaurants, galleries, and locally owned shops. While it has grown into a vibrant extension of downtown, Frog Level still reflects its historic roots and remains a favorite spot for both locals and visitors to gather.

One of the biggest draws of Waynesville is its strong arts and festival culture. The town hosts several annual events that bring residents and visitors together. The [Appalachian True Heritage Festival](#) is a two-day celebration of the rich history, traditional crafts, and vibrant mountain culture of Western North Carolina. The [Folk moot International Dance Festival](#), recognized as North Carolina's official international folklife festival, features dance groups from around the world performing in and around downtown each summer. Other popular events include the [Apple Harvest Festival](#) in the fall, the Church Street Art & Craft Show, and regular summer street dances featuring live mountain music and traditional clogging. Downtown galleries also participate in monthly events like "First Friday," where shops stay open late for art demonstrations, music, and social gatherings.

For those who enjoy the outdoors, Waynesville offers easy access to some of the most scenic landscapes in the Southeast. The town sits near [Great Smoky Mountains National Park](#), [Pisgah National Forest](#), and the [Blue Ridge Parkway](#), making it a convenient base for hiking, waterfall hunting, scenic drives, and camping. Nearby destinations such as Lake Junaluska provide walking trails and water recreation, while winter activities like skiing are available at Cataloochee Ski Area.

Qualifications:

The successful candidate *must* have a bachelor's degree from an accredited college or university in Urban and Regional Planning, Public Administration, or other field of study related to the work performed. Considerable experience in managing local government planning work, or an equivalent combination of education and experience.

Preferred qualifications include master's degree in Urban and Regional Planning, Public Administration, or other field of study related to the work performed.

Possession of a valid NC Driver's License; AICP Certification within the timeframe specified by the Town; NCAZO Certification; and NC CFM Certification.

Preferred qualifications include:

- familiarity with NC municipal planning;
- a master's degree in Urban and Regional Planning or Public Administration;
- AICP Certification, NCAZO Certification, NC CFM Certification; and
- progressively responsible experience as a Planner or Assistant Development Services Director within small to mid-sized municipal government organizations.

The Successful Candidate:

- Demonstrates integrity, honesty, and high ethical standards while building trust with elected officials, staff, and the community;
- Communicates clearly and transparently with Council, staff, residents, and the media, explaining the reasoning behind decisions and promoting trust across the Town;
- Advises the Manager and Town Leadership with professionalism and confidence, offering sound recommendations and respectfully providing candid professional guidance when needed;
- Learns the organization and its culture, aligns core values, and works to ensure staff are moving in the same direction;
- Builds strong relationships across the organization and community;
- Empowers staff by building a collaborative team environment, mentoring emerging leaders, and creating a supportive workplace culture that values teamwork and professional growth;
- Strengthens employee morale and retention by recognizing staff contributions, supporting professional development, and working to retain experienced employees;
- Leads with patience, resilience, and emotional intelligence while navigating financial pressures, operational challenges, and difficult community issues;
- Applies fiscal responsibility in budgeting, grant development, and capital planning, and is comfortable navigating financial software such as Tyler Munis;

- Builds consensus among staff and community stakeholders while aligning departmental goals and priorities;
- Inspires a shared vision for Waynesville's future while guiding the Department with steady leadership, practicality, and a genuine commitment to public service.

Salary and Benefits: The hiring range for this position is \$75,195 - \$97,000. The starting salary is based on experience and qualifications. The Town of Waynesville offers a competitive benefits package, including group health, dental, and life insurance, a 401(k) plan, and retirement benefits. A summary can be viewed [here](#).

To apply, please visit <https://www.waynesvillenc.gov/departments/human-resources/current-vacancies> and click on the "**Director of Development Services**" title.

Please note the following:

- Applications may be submitted online via the Town of Waynesville [application portal](#), by email to bangel@waynesvillenc.gov using the [Town of Waynesville Application](#), or in person at 16 South Main Street – Waynesville, NC 28786.
- Resumes and cover letters must be uploaded with the application.
- Applicants accepted until the position is filled.
- Direct *inquiries* to pmccurry@waynesvillenc.gov.

The Town of Waynesville, NC, is an Equal Opportunity Employer.