



# Community Development Director Sturgeon Bay, Wisconsin

Position Profile



Public Administration Associates





# The Sturgeon Bay Community

Sturgeon Bay is a charming city located in Door County, Wisconsin, nestled between the waters of Green Bay and Lake Michigan. As the county seat, it serves as a hub for the region's tourism, shipbuilding, and maritime industries. The city is known for its scenic waterfronts, vibrant arts scene, and access to outdoor activities like boating, fishing, and hiking. With a rich history, Sturgeon Bay also features attractions such as the Door County Maritime Museum and a historic downtown area full of shops, restaurants, and galleries.

It is an uncommon community that offers its residents a lifestyle of exceptional quality as well as a place where businesses can prosper. While many relish Sturgeon Bay as a vacation destination, it is also known for its thriving business climate and extraordinary place to raise a family.

The city has a low crime rate, a slower pace of life, and friendly neighborhoods, offering a safe and welcoming environment for families, retirees, and remote workers alike. Compared to larger cities, Sturgeon Bay offers a lower cost of living, including more affordable housing options, without sacrificing amenities or quality of life.

Sturgeon Bay School District is a comprehensive district with a wide range of academic and co-curricular activities. It is a unified school district serving the majority of residents in the City of Sturgeon Bay as well as a portion of the Town of Sevastopol. The district is made up of four schools housed in three buildings within the city of Sturgeon Bay. Other educational opportunities can be found in two exemplary parochial schools, St. Peter's and St. John Bosco; and two additional public school districts - Sevastopol and Southern Door County - also within the City corporate limits.



# Municipal Organization

Sturgeon Bay operates under a mayor-council form of government, providing residents with both elected leadership and professional administration. The city's governing body is the Common Council, composed of the Mayor and seven Alderpersons.

The city employs a City Administrator, who acts as the chief administrative officer. This role includes overseeing daily operations, coordinating city departments, managing the annual budget, and implementing policies set by the Council. Municipal services are organized into five main departments: Administration, Police, Fire, Public Works, and Community Development. These departments manage essential services such as public safety, infrastructure maintenance, zoning, and community planning.

[View the current org chart.](#)





# The Position

Sturgeon Bay is seeking a dynamic and approachable leader to be its next Community Development Director. The Community Development Department in Sturgeon Bay has a history of stability and a great team environment. They are looking for a long-term partner who is ready to be challenged by an interesting variety of projects. The salary range is \$97,330 - \$116,802 DOQ plus a generous benefit package.

## [Benefit Package Information](#)

Serving on the City's department head team, the Community Development Director coordinates, directs, or performs activities relating to community and economic development, planning, annexation, assessment, building inspection, and code enforcement. The department is responsible for coordinating the overall growth and physical development of the city as well as preparing and coordinating the long-range plans for the City's future growth. The Director supervises the work of the Planner/Zoning Administrator and Community Development Administrative Assistant.

## [A full position description can be found here](#)

The Community Development Director frequently collaborates with, and represents the City in, relationships with a wide variety of entities including

- Wisconsin Housing and Economic Development Authority
- Wisconsin Economic Development Corporation,
- County of Door
- Door County Economic Development Corporation
- Door County Housing Partnership
- Workforce Housing Lending Corporation.



## Key Initiatives and Projects

The new Community Development Director will be responsible for leading a dynamic portfolio of initiatives including:

- Projects relating to the West Waterfront property
- Redevelopment of the Egg Harbor Road corridor
- Recruitment of investment in the community - including housing, commercial and manufacturing initiatives
- Management of ten TIF Districts
- Identifying and implementing technology solutions to streamline routine processes
- Collaborating with the Common Council, Plan Commission, and staff to identify and implement policies aimed at economic and workforce opportunity, stability, and growth.

The Community Development Department is responsible for coordinating the overall growth and physical development of the city. Staff prepares and coordinates long-range plans for the City's future growth, coordinates activities relating to planning, economic development, and growth management. The Department provides guidance and assistance in order to achieve and maintain harmonious development of the city that meets the needs of existing and future residents, and which best promotes the City's welfare, character, convenience, prosperity, and efficiency.





# Qualifications and Ideal Candidate Profile

**Education:** Bachelor's degree in planning, geography, public administration, or related field is required – master's degree preferred.

**Experience:** Comprehensive knowledge of planning, zoning and community development is necessary – with progressively responsible economic development or planning experience in a municipal organization(s). AICP and/or CEcD certificates a plus.

**Skills:**

- The successful candidate should possess a high level of honesty and transparency as well as both professional and personal integrity.
- Open and positive communications skills to create a collaborative style while working with staff, the community and potential community partners.
- Strong analytical and reasoning skills, vision, and the ability to lead the department forward.
- A history of stable and successful tenures in previous positions is required.





# How to Apply

Send cover letter, resume, salary history and references via email (in a single PDF) to Public Administration Associates, LLC,

**Attn:** Sue McDade

**E-mail:** [smcdade@public-administration.com](mailto:smcdade@public-administration.com)

**Phone:** 608-516-9012

**Application Deadline:** 9:00 a.m. CST – Monday, June 2

Confidentiality must be requested by applicants and cannot be guaranteed for finalists.

For more information, visit the community website at <https://www.sturgeonbaywi.org/>.



**Watch the Sturgeon Bay Community Development Director Video Announcement**

[https://youtu.be/Ev4ec2Pb3mU?si=TmnR-gl-ym\\_Fjdw2](https://youtu.be/Ev4ec2Pb3mU?si=TmnR-gl-ym_Fjdw2)