

This form may be printed out and completed, then mailed or delivered to:

Human Resources  
City of Scottsbluff  
2525 Circle Dr.  
Scottsbluff, NE 69361

**DO NOT FILL OUT AND SUBMIT ELECTRONICALLY.**

**DEADLINE: 4:00 P.M. FRIDAY, JUNE 16, 2017**

## JOB OPPORTUNITY

### CITY OF SCOTTSBLUFF, NEBRASKA *Economic Development Director*

#### **Description of the Job:**

Under the direction of the City Manager, the Economic Development Director administers all phases of a comprehensive economic development program, providing expert professional assistance to the City management staff, outside agencies, prospective and existing business owners, industry, and community residents. A material part of the Economic Development Director's duties will be to assist the City Manager with administration of the City's Economic Development (LB840) Plan. This individual is a member of the City Management Team, assisting the City Manager with the operations of the City organization focusing on implementing economic development and strategies. The Economic Development Director will provide marketing, leadership and direction in the development of short and long range plans regarding the City's Comprehensive Plan and Economic Development (LB840) Plan. This position will require working with a wide range of community and business leaders, as well as a variety of agencies and government officials assisting with complex development planning, and serve as the City's economic development liaison. This position will require strong written and verbal communication skills, strong organizational and time management skills, a positive and energetic attitude, and a service-oriented disposition. This position reports to the City Manager.

#### **Essential Functions of the Job:**

- Provides economic development leadership and support for city staff, outside agencies, government officials; business owners and community leaders, as well as area citizens, with particular emphasis on assisting existing and potential "Qualifying Businesses" under the City's Economic Development (LB840) Plan;
- Assist the City Manager in administering and implementing the City's Economic Development (LB840) Plan, including program participant requirements, loan management, overseeing and ensuring that all local, state and federal statutory reporting requirements for economic development programs are administered;
- Uses excellent interpersonal skills in dealing with complex and sensitive management issues; communicates effectively with staff, council, and subordinates at all times;
- Prepares marketing materials and information for general dissemination and in response to inquiries from potential businesses, developers, and site selectors, with emphasis on those businesses that qualify as Qualifying Businesses;
- Carries out initiatives for business retention, expansion, attraction, entrepreneurial development and workforce projections, with emphasis on current or potential Qualifying Businesses;
- Provides research and information to establish programs to retain and expand the area labor force, in particular with respect to current or potential Qualifying Businesses;
- Willingness to travel throughout Nebraska, the region and other states are required;
- Develops and implements short and long-range economic and community development plans, as well as the gathering of information and preparation of studies, reports and recommendations to achieve goals;
- Facilitates meetings and planning sessions as required;
- Represents the City at meetings both inside and outside the community as needed; conducting presentations to community organizations and at public meetings;
- Performs analysis and project research as directed by the City Manager;
- Works with the Planning Coordinator, City staff and non-City personnel with all phases of economic development project planning to implement goals, objectives, and policies of the City's Comprehensive Plan and Economic Development (LB840) Plan;
- Leads Economic Development initiatives for the City in particular with respect to current or potential Qualifying Businesses;
- Participate in professional development organizations and training programs;
- Regular attendance and punctuality required;
- Performs other duties as assigned.

#### **Knowledge, Skills, and Abilities:**

- Ability to attend meetings as required and directed by the City Manager;
- Ability to prepare and analyze comprehensive reports;
- Ability to review and interpret financial statements; plan documents, contracts, zoning codes, ordinances, maps, blue prints, and comprehensive plans;
- Ability to conduct research and studies, including distribution of questionnaires, compilation of data, analysis of data, and inclusion of findings in a final report;
- Ability to promote economic development efforts, marketing the City of Scottsbluff;
- Ability to gain and retain effective working relationships with city employees, city officials, other municipal and governmental agency officials, developers, business leaders and community leaders, as the general public;
- Ability to prioritize projects and meet deadlines;

Ability to prepare written reports for presentation to a wide audience along with the ability to verbally articulate facts and figures to a wide audience;  
Ability to build collaborative partnerships and to create and maintain positive relationships with individual persons, entities, and groups;  
Ability to articulate ideas clearly, both orally and in writing;  
Ability to carry out assigned projects to completion;  
Ability to review business plans and analyze financial reports;  
Ability to meet the requirements of the city's bonding company for a personal bond in an amount prescribed by the city;  
Ability to work outside of normal office hours to complete projects and to attend required meetings;  
Ability to speak, hear, sit, stand, reach with hands and arms, use fingers to use and operate general office equipment;  
Ability to learn new software;  
Occasionally required to crouch, stoop, and lift or move 30 lbs. by self;

**Minimum Qualifications:**

Bachelor's Degree in economic development, public administration, political science, community development, business management, business, marketing, finance or related field;  
Grant writing experience and grant administration;  
Demonstrated success in making effective presentations in public speaking situations;  
Demonstrated ability in working as a collaborative and positive team member, self-directed and results oriented;  
Strong knowledge of and skill in the use of modern office practices, including the use of a personal computer (PC), experience with Microsoft Word, Excel, website management, desktop publication, and database management;  
Required strong time management skills, and desire to promote economic development and marketing of the City to enhance development and quality of life for all citizens;  
Valid Nebraska Operators License.

**Preferred Qualifications:**

Master's Degree in Economic Development, Public Administration, Urban Affairs, or related field;  
Economic Development or related Management experience;  
Completion of the Basic Economic Development Course. Attendance at the Economic Development Institute;  
Experience in marketing, research, strategic planning, facilitation, economic impact analysis, implementing incentive programs, and infrastructure planning/development;  
Knowledge of and experience with municipal economic development programs;  
Knowledge of organizations, agencies and other resources that can assist business/communities with development efforts;  
Prior supervisory experience.

**Salary Information:**

\$57,946 – \$77,653 Annual

**A CITY APPLICATION FORM REQUIRED AND MAY BE OBTAINED AT CITY HALL, 2525 CIRCLE DRIVE, SCOTTSBLUFF, NE 69361 or at [www.scottsbluff.org](http://www.scottsbluff.org). APPLICATIONS FOR THIS POSITION WILL BE ACCEPTED UNTIL 4:00 P.M., FRIDAY, JUNE 16, 2017.**

The City of Scottsbluff is an Equal Opportunity Employer. The city fully complies with provisions of the Americans with Disabilities Act. Only United States citizens and aliens lawfully authorized to work in the United States will be hired. All new employees are required to complete a citizenship verifications form.

To be eligible to claim Veteran's Preference under the provisions of Section 48-225 through 48-231 of the Nebraska Statutes, you must furnish a copy of honorable discharge (Form DD 214) at the time of filing this application.

## City of Scottsbluff, Nebraska Application for Employment

The City of Scottsbluff is an Equal Opportunity Employer. Race, color, religion, age, sex, disability, marital or veteran status, place of national origin and other categories protected by law are not factors in employment, promotion, compensation or working conditions.

**Please print or write legibly in ink. Fill in all blanks completely.**

POSITION APPLIED FOR:		DATE OF APPLICATION:
Last Name	First Name	Middle Initial
Address:	City and State	Zip
Telephone: Home	Cell	Work/Business

**APPLICANT INFORMATION:**

Do you have a valid driver's license	<input type="checkbox"/> Yes <input type="checkbox"/> No	License No.	State	Exp. date
Are you legally eligible to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No				
<i>(Proof of citizenship or immigration status will be required upon employment)</i>				
*Have you ever been employed with the City of Scottsbluff before? <input type="checkbox"/> Yes <input type="checkbox"/> No				
If yes, give date: _____ What Department? _____				
Have you ever been dismissed from employment for misconduct, or have you ever resigned on request to avoid discharge? Please explain. <input type="checkbox"/> Yes <input type="checkbox"/> No				
Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, may we contact your employer? <input type="checkbox"/> Yes <input type="checkbox"/> No				
Are you related to anyone employed by the City of Scottsbluff? <input type="checkbox"/> Yes <input type="checkbox"/> No				
If yes, Name of relative: _____ Department: _____				
Date you can start:		Salary Desired:		

**EDUCATIONAL BACKGROUND:**

	<b>High School or GED</b>				Undergraduate College/University				<b>Graduate/ Professional</b>			
School Name and Location												
Years Completed	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Diploma/Degree												
Major and Minor Subjects												
List Licenses, Professional Registration <b>or other Recognition:</b>												
List Special Skills or qualifications:												

**MILITARY: Complete this section if you served in the U.S. Armed Forces:**

Branch of Service	Duties and special training:
Period of Active Duty:	Rank at Discharge:
From _____ To _____	Type of Discharge:
Are You Claiming Veteran's Preference? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes, a copy of honorable discharge papers, (form DD214) must be attached to this application to be eligible. Veteran's Preference only applies when a qualified candidate obtains passing scores on all parts and phases of examination/interviews.	

**For City use only!**

This application was received by: \_\_\_\_\_ Date \_\_\_\_\_

**EMPLOYMENT EXPERIENCE:**

Start with your present or most recent position, including military service and complete the below information fully. If you need additional space, please continue on a separate sheet of paper.

**Application should be fully completed, without reference to attached resume. In addition, you may include a resume.**

<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
Address:	From: _____ To: _____	Total: _____	Starting: _____	End: _____
City _____ State _____ Zip _____	Name of Supervisor: _____ Your Position: _____			
Telephone Number: _____	Describe your duties: _____			
Reason for Leaving: _____				
<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
Address:	From: _____ To: _____	Total: _____	Starting: _____	End: _____
City _____ State _____ Zip _____	Name of Supervisor: _____ Your Position: _____			
Telephone Number: _____	Describe your duties: _____			
Reason for Leaving: _____				
<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
Address:	From: _____ To: _____	Total: _____	Starting: _____	End: _____
City _____ State _____ Zip _____	Name of Supervisor: _____ Your Position: _____			
Telephone Number: _____	Describe your duties: _____			
Reason for Leaving: _____				

**REFERENCES: List three references who are neither related to you nor a former employer.**

Name	Address (City, State, Zip)	Telephone Number	Years Known

**EMPLOYEE CONSENT**

<p>I, _____ hereby give consent to any and all prior employers of mine to provide information with regard to my employment with prior employers to the City of Scottsbluff</p> <p><b>Signed:</b> _____ <b>Date:</b> _____</p>
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**APPLICANT'S STATEMENT: (Read carefully before signing)**

<p>I certify that answers given in this application are true and complete to the best of my knowledge. I authorize a complete background investigation, including but not limited to all statements contained in the application for employment as may be necessary in arriving at an employment decision. If I am employed by the City based on this application, I understand that false or misleading information given in my application or interview(s) will result in discharge. I understand that if I am hired, my employment is at will, and I can be terminated according to the provisions of the City of Scottsbluff's Personnel Manual.</p> <p><b>Signed:</b> _____ <b>Date:</b> _____</p>
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## **ANTI-DRUG PLAN**

In accordance with the NEBRASKA DRUG FREE WORK PLACE ACT of 1988, and the City of Scottsbluff's Anti-Drug Plan, the City of Scottsbluff has instituted a drug testing program. The City of Scottsbluff has reviewed the legal, operational, social, medical and ethical aspects of instituting this program. I understand that manufacture, distribution, possession, use, sale, transfer, purchase, and transport of illegal drugs will be considered a violation of the City of Scottsbluff's Anti-Drug Plan and shall be grounds for disciplinary action, including termination. This program allows all employees to enjoy a safe, productive, and healthy work environment. Individuals are urged to seek assistance prior to problems affecting on-the-job performance.

**PRE-EMPLOYMENT:** Job applicants who are being considered for employment for positions with particular responsibilities must read the Anti-Drug Plan, sign a consent form, and submit to pre-employment drug testing.

**CERTIFICATION:** I have read, and understand the content of the above Anti-Drug Plan. I understand that compliance with the Anti-Drug Plan will be considered a condition of employment with the City of Scottsbluff.

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Date

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Signature

**CITY OF SCOTTSBLUFF  
EMPLOYMENT REFERENCE CHECK**

**Disclosure Pursuant to the Fair Credit Reporting Act:** The City of Scottsbluff may obtain a Consumer Report about you for employment purposes. This Consumer Report may contain information about you including but not limited to the information set forth below. A summary of Your Rights Under the Fair Credit Reporting Act is attached.

I \_\_\_\_\_ authorize the City of Scottsbluff to check previous employment and /or personal references listed on my application and/or resume. I also give my consent to the City of Scottsbluff to obtain the following: Records of educational institutions that I have attended;  
Driving record and civil and \*criminal history records;  
Employment records from previous employers to include evaluations, disciplinary history, complaints or grievances filed by or against me,  
Pre-employment records from prospective employers;  
A consumer report that might show financial and credit information, including credit reports and ratings; records from Financial Institutions to include loan performance, loan officer notes and financial statements, understanding that I have rights under the Fair Credit Reporting Act. Any information from Counsel who have represented me in civil or \*criminal cases and I specifically waive the attorney client privilege in that regard.

The above records may be obtained through a variety of agencies/sources, including the internet.

**Signature** \_\_\_\_\_ **Address** \_\_\_\_\_

**Date** \_\_\_\_\_  
(Including maiden name)

**Social Security #** \_ \_ \_ - \_ \_ - \_ \_ \_ **Phone**  
**Number** \_\_\_\_\_

**Most recent or current Employer** \_\_\_\_\_

**Telephone** \_\_\_\_\_

**Supervisor's Name** \_\_\_\_\_ **Title**  
\_\_\_\_\_

**Date of Employment** \_\_\_\_\_

*\*The City of Scottsbluff will not conduct a criminal background or history check for you unless and until the City determines that you meet the minimum employment qualifications for the position applied for. This limitation does not apply to applicants for police officer positions.*



*Para informacion en espanol, visite [www.ftc.gov/credit](http://www.ftc.gov/credit) o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.*

### **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to [www.ftc.gov/credit](http://www.ftc.gov/credit) or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identify theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.ftc.gov/credit](http://www.ftc.gov/credit).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based

on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).

- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.ftc.gov/credit](http://www.ftc.gov/credit).

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:**

<b>TYPE OF BUSINESS:</b>	<b>CONTACT:</b>
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Consumer Help (FRCH) P O Box 1200 Minneapolis, MN 55480 Telephone: 888-851-1920 Website Address: <a href="http://www.federalreserveconsumerhelp.gov">www.federalreserveconsumerhelp.gov</a> Email Address: ConsumerHelp@FederalReserve.gov
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation, Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator – GIPSA Washington, DC 20250 202-720-7051