

WINNEBAGO COUNTY, WI



DIRECTOR OF PLANNING AND DEVELOPMENT

POSITION PROFILE

ANNUAL SALARY:
\$113,814 - \$156,808



About Us

Located in the heart of the Fox Valley, Winnebago County (Pop. 171,730) offers a choice of relaxed rural life and small city living. The county seat, Oshkosh (Pop. 66,816) is nestled along Lake Winnebago, Wisconsin's largest inland freshwater lake and located 90 minutes north of Milwaukee and an hour south of Green Bay. Our waterways also include Lakes Butte des Morts, Poygan, Rush, Winneconne, and the Fox River which provide year-round recreational activities.

Winnebago County is seeking a forward-thinking, collaborative leader to serve as its next **Director of Planning and Development**. Following the retirement of a long-tenured director, this is a unique opportunity to shift toward a more proactive, strategic approach to land use, housing, infrastructure, and community development.

The Director will lead countywide planning, zoning, GIS functions, and development while serving as a trusted advisor to the County Executive, County Board, municipalities, developers, and residents. The ideal candidate brings a strong commitment to customer service, a solutions-oriented mindset, and the ability to guide complex development and policy decisions that shape the county's future.

This role requires a leader with effective communication skills who can lead county efforts to identify and advance redevelopment opportunities and strategic growth areas.

The Position

ANNUAL SALARY: \$113,814 - \$156,000



The Director of Planning and Development is appointed by the County Executive and confirmed by the County Board of Supervisors. The Director is responsible for the following:

- Provides leadership, high level analysis, and direction to align operations with county priorities and long-term growth strategies.
- Fosters strong, service-oriented relationships among municipalities, developers, utilities, residents, and other stakeholders to resolve issues and move projects forward.
- Clearly communicates and explains regulatory and compliance issues while supporting outcomes that facilitate development.
- Instills a solution focused culture.
- Leads efforts to modernize planning practices, policies, and processes.
- Advises the County Executive and County Board on planning, zoning, land use, and development issues.
- Prepares and presents recommendations that balance community interests, economic growth, and environmental stewardship.
- Oversees administration of zoning ordinances, land division regulations, and comprehensive planning efforts.
- Leads the strategic use and expansion of GIS capabilities to support countywide planning, infrastructure, and service delivery.
- Develops, mentors, and leads professional staff, fostering a high-performing and collaborative team environment.

Ideal characteristics would include:

Education: Master's degree in Planning, Public Administration, or related field, with a preference of major course work in urban and regional planning or similar area.

Experience: Significant experience in planning, zoning, or community development with a strong familiarity with Wisconsin land use law and intergovernmental relationships.

Knowledge: Broad understanding of economic growth, regulation and compliance issues, budget preparation and management, effective planning practices, zoning ordinances, land division regulations, GIS systems and capabilities, Wisconsin land use law, development, and housing challenges and solutions.

Skillset: A responsive individual, committed to customer service, having a solutions-oriented mindset, with the ability to translate complex concepts into clear, actionable guidance.

For a complete job description, [visit the McMahan webpage.](#)

Winnebago County Government

GOVERNANCE STRUCTURE

Winnebago County is led by a non-partisan County Executive elected every four years, and a non-partisan 36-member County Board of Supervisors elected every two years. The Director of Human Services is appointed by the County Executive with confirmation required by the County Board. County elected officials include the Clerk of Courts, County Clerk, Register of Deeds, Sheriff, and Treasurer. Local state elected Officials include the Circuit Court Judges and District Attorney.

Under the County Executive form of organization, the role of the Executive is to administer the budget and direct daily operations. The role of the Board includes establishing policy.



DEPARTMENTS

Winnebago County serves the community through 27 departments and employs over 1,100 employees. These departments address needs in public works, public safety, land use, health and human services, and internal service departments. The County owns and operates a nursing home and a regional airport which becomes the busiest in the world during the annual Experimental Aircraft Association (EAA) AirVenture Fly-In.

Community Highlights

EDUCATION & LOCAL BUSINESSES



Our community is the home of many outstanding academic centers including the University of Wisconsin Oshkosh and Fox Valley Technical College.

We are home to the Wisconsin Herd, the NBA G-League affiliate of the Milwaukee Bucks and the G-League 2022-23 Franchise of the Year. Winnebago County is home to the global headquarters of Oshkosh Corporation, a Fortune 500 manufacturing and innovation company.

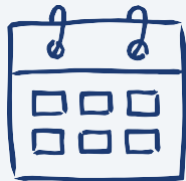
ARTS & CULTURE



Explore the many museums such as the Bergstrom-Mahler Museum of Glass, EAA Aviation Museum, and Oshkosh Public Museum. Additionally, we are the home of the Experimental Aircraft Association (EAA) and host their annual convention, which draws visitors from around the nation and world. Or catch a performance at The Grand Oshkosh or the Fox Cities Performing Arts Center. Enjoy various exhibits at the Paine Art Center and Gardens or see the wonders of the universe at the Barlow Planetarium. Support the local community by attending the Oshkosh Farmers Market, which was rated one of the 101 Best Farmers Market in America. You will find locally grown produce, handmade items, and live music.

Benefits

Winnebago County offers a comprehensive benefits package, including health, dental, and vision insurance, along with a variety of additional generous benefits to support employees' well-being and work-life balance.



TIME OFF

Winnebago County employees earn up to 25 days of PTO in the first year of employment. This increases by 2 days, every 2 years, for a maximum of 43 PTO days per year. Plus, 10 paid holidays!



FREE HEALTH CLINIC

Winnebago County offers a FREE health clinic and virtual primary care for those enrolled in the county health plan, including spouse and minor dependents.



RETIREMENT SAVINGS

Winnebago County is a Wisconsin Retirement System (WRS) Employer, including a 100% employer match!



STUDENT LOAN DEBT ASSISTANCE

Winnebago County is a Public Service Loan Forgiveness (PSLF) eligible employer and partners with Savi to help employees manage and reduce student loan debt.

How to Apply

If you are interested in this great career opportunity, email your resume and a cover letter to khackbarth@mcmgrp.com. **Applicants are required to submit both a cover letter and a resume by 5:00 PM, September 25, 2026.** Questions regarding the position can be directed to Mark Rohloff at mrrohloff@mcmgrp.com. For more information, please visit the dedicated [Winnebago County Director of Planning & Development position on the McMahon website.](#)