

ANNOUNCEMENT

March 11, 2026

The City of Charlotte Partners with ADK to Recruit Director of Planning, Design & Development

ADK Consulting & Executive Search, a retained recruitment firm known for its expertise in senior executive searches, announced the successful placement of Monica Holmes as Director of Planning, Design & Development. Ms. Holmes has served as the interim Planning Director since February 2025, where she managed the final draft and release of 14 Community Area Plans.

Ms. Holmes joined the city in 2015, serving essential roles in the Planning, Design & Development Department including Urban Design Center Program Manager and Design & Preservation Manager. In 2022, she became the Executive Manager for the city's Corridors of Opportunity program, leading multiple departments to collaborate on one of the city's most successful strategic initiatives. Prior to joining the City of Charlotte, Ms. Holmes spent nine years sharpening skills and building important relationships in the private sector as an urban designer.



Monica Holmes

"I'm grateful to accept this position in this critical moment in our city's story," Ms. Holmes said. "As a Charlotte native, this role is very personal to me, and I'm honored to work besides my colleagues in shaping our community's future as my hometown continues to show extraordinary growth."

During her time with the city, Ms. Holmes demonstrated a deep understanding of planning and development with a steadfast commitment to the residents of Charlotte. Her ability to build cross-functional teams in the city's organization will serve as a valuable catalyst for the community's rapid, ongoing growth.

"Monica's dedication, experience, and continued success have all led her to this point," City Manager Marcus Jones said. "She has demonstrated exceptional leadership, inspiring ongoing collaboration and progress and I'm thrilled to see her continue to proudly represent our city."

Ms. Holmes earned a master's degree in city and regional planning from Clemson University and holds bachelor's degrees in environmental design, architecture and history from North Carolina State University.

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Source: [The City of Charlotte](#)

About ADK Consulting & Executive Search

Named to Hunt Scanlon's 2025 Select Guide to America's Top 250 Executive Search Firms, ADK brings award-winning expertise to every engagement. Founded in Jacksonville, Florida, in 2003, we are a retained consulting and search firm **connecting exceptional leaders with outstanding opportunities**.

- Executive Search: C-Suite to mid-level placements across private and public sectors
- Confidential Search: Targeted outreach to recruit top passive candidates
- Interim Management: Experienced leaders to manage transitions and deliver results
- Management Consulting: Tailored organizational assessments and strategic advice

Our 27-member team serves clients ranging from small private businesses to Fortune 100 companies and public sector organizations—across the U.S., Canada, Turks & Caicos, and the U.S. Virgin Islands. If you're seeking a visionary, high-impact C-Suite leader in either public or private sectors, ADK's strong networks and personalized approach deliver the right fit.

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