ABOUT ALBEMARLE COUNTY

Settled just east of the Blue Ridge Mountains in central Virginia, Albemarle County is one of the most desirable locations in Virginia and in the nation, with an excellent school system, low taxes, low crime and unemployment rates, a skilled and educated workforce and a wealth of cultural, historic and recreational amenities in a beautiful setting. Known worldwide for Thomas Jefferson’s home, Monticello, the County surrounds the city of Charlottesville and shares the University of Virginia campus. Home to over 105,000 people, the County offers a high quality of life with breathtaking scenery, a vibrant community and a thriving economic outlook.

The County enjoys a strong economy and a healthy business presence. With an unemployment rate of just 3.3% (April 2017), well below the national average, major economic sectors within the County include health care, research and development, education services, military intelligence gathering and medical products manufacturing. Albemarle has a strong start-up and small business environment as well, with more than 95% of the County’s business establishments employing fewer than 50 employees. The County’s strong public school system and access to institutions of higher learning like the University of Virginia and Piedmont Virginia Community College provide access to a skilled and highly competent workforce.

Albemarle County Public Schools provide premier educational services to over 13,700 students enrolled in pre-K through high school. Boasting a 94.3% on-time graduation rate, the County also offers computers to every student at the middle and high school level and touts small class sizes. On the cutting edge of modern public education, it is also expected by 2019 that every public school student will be connected to the School Division’s server for internet connectivity. All of Albemarle’s schools are accredited by the Virginia Department of Education and 19 of 26 are fully accredited. In addition to public schools, there are also many private schools that serve the County and students from surrounding areas. For higher education, Piedmont Virginia Community College offers accessible, affordable, high-quality educational programs that promote student
success and community vitality. The University of Virginia, an internationally recognized medical, law and business school, is a major resource for businesses located in the region. In addition to taking part in collaborative public/private research, the school continues to seek ways to advance the economy and broader community.

World class medical care is centrally located in Charlottesville. The University of Virginia Health Sciences Center is among the most comprehensive medical facilities in Virginia. It is a Level I trauma center and is rated one of the top 100 hospitals in the country. The center’s hospital includes 591 beds and maintains a special unit for trauma, burns, intensive care, dialysis, newborn, and coronary care. Sentara Martha Jefferson Hospital is also located within the County and has offered exceptional medical care for over 100 years.

The community in Albemarle values open space and natural resources and the County’s extensive park system reflects this. Major recreational sites nearby include the Blue Ridge Parkway, a 469-mile stretch just west of Albemarle offering camping, hiking, swimming and bicycling; and the Appalachian Trail, a 2,180-mile footpath that runs through Albemarle County and attracts many for scenic hikes.

Albemarle has a very strong local food and beverage culture, and a well-established and widely recognized reputation for wine and beer tourism. The Brew Ridge Trail and Monticello Wine Trail showcase this culture in celebrating craft beer and quality, locally made wine. Historical attractions within the County include world-renowned landmarks in Thomas Jefferson’s Monticello, the University of Virginia and Montpelier to name a few. The region is also home to a diverse array of shopping opportunities.
COUNTY EXECUTIVE: POSITION PROFILE

The Office of the County Executive is the highest level management office of the Albemarle County government. The County Executive serves as the Board of Supervisors' official liaison to the Constitutional Officers, the Judiciary, and state and regional agencies. The County Executive’s office, in coordination with the Leadership Council, is also responsible for supporting the County’s vision, mission and values that guide the day-to-day operations of Albemarle County’s local government.

The County Executive serves as the Chief Executive Officer of Albemarle County and is appointed by and serves at the pleasure of the Board of Supervisors. The County Executive implements the policies of the Board and directs the day-to-day operations of County government. The County Executive plays a key role in developing policy; fostering partnerships; preparing the annual budget; managing strategic planning; and ensuring and valuing excellence in public service.

The County provides full-service operations in over 30 major areas and has a combined capital and operating budget of over $375 million for Fiscal Year 2017. The total budget includes the General Fund, School Division Fund, and the Capital Fund as well as special revenue funds, the Debt Service Fund, the new Fire Rescue Services Fund and other special funds. The total budget is balanced on an 83.9¢ tax rate.

OPPORTUNITIES & CHALLENGES

- Forming collaborative working relationships with the City of Charlottesville to promote cooperation and communication in the areas that influence both jurisdictions related to transportation, education, environment, and housing
- Continued improvements in multi-modal transportation, specifically regarding economic development and revitalization in the Rio/29 Corridor area
- Participating with the Board of Supervisors and appropriate County Departments to promote 21st century development strategies that promote economic vitality while not negatively impacting County Growth Management goals
- Understanding of, appreciation for, and planning around the consequences of potential cuts at the Federal level that are current “safety nets” for County residents
- Affinity for resiliency and sustainability, and sensitivity to the environment in all the County does
- Making an impact to solve rural poverty in a County with high net worth
- Understanding of the mutual benefits of integrated services
- Resolving issues surrounding appropriate recreational uses at County owned parks, including water supply reservoirs
- Transitioning County government to provide more focus and strategic attention to increasing urbanizing needs including operation structure and required skills sets, awareness of and/or experience in place-making strategies that create thriving urban centers through redevelopment and revitalization

CANDIDATE PROFILE

The ideal candidate will have extensive local government experience and a high level of interest and successful achievement in public sector management. Experience should include demonstrated success in economic and community development; building Board, regional and community consensus; redevelopment of existing neighborhoods; and, working in a community with rural, suburban and urban settings. It is also strongly desired for candidates to possess experience or knowledge in working with public education systems as well as social services. The County Executive will also:

- Take on the role of a visible leader with staff and clearly understands the role of the County Executive as a leader
- Possess an understanding of and commitment to High Performance Organization (HPO) principles
- Develop and maintain authentic relationships with Board members, regional leaders, community groups and residents
- Understand and appreciates diversity and possess the ability to communicate with sensitivity and genuineness
- Ability to hire, motivate, develop, inspire and retain staff through being a team builder, building trust and support
COMPENSATION AND BENEFITS

The salary for the position is negotiable dependent upon candidate education and experience. Benefits include, but are not limited to, participation in Virginia Retirement System, vacation and sick leave, group life insurance, medical and dental insurance, professional dues and conference expenses. Relocation expenses may be negotiated with the County and the successful candidate is expected to reside in or relocate to Albemarle County within a Board-negotiated period of time.

APPLICATION & SELECTION PROCESS

Qualified candidates should submit their cover letter and resume online by visiting our website at https://waters-company.recruitmenthome.com/postings/1280. The application deadline for the position is May 31, 2017. Following this date, applications will be screened against criteria outlined in this brochure. The County will then review recommended candidates who most closely meet the established criteria.

For more information, please contact Anne Lewis at richmond@waters-company.com or 804-726-9748.

Hiring for Albemarle County shall be accomplished without regard to race, color, religion, national origin, gender, pregnancy, childbirth or related medical conditions, age, marital status or disability unless otherwise permitted by County policy or applicable law. Applicants hired by the County must be citizens of the United States or legally authorized to work in the United States. Reasonable accommodations will be provided for persons with disabilities if requested.

OTHER REQUIRED CHARACTERISTICS:

- Personal and professional integrity of the highest order
- Accessible, transparent and approachable with the public and staff
- A visionary and innovative approach to new ideas
- Politically astute without personal involvement in political issues
- An individual who displays initiative, is resourceful and creative and has problem-solving abilities
- Community oriented, visible and participatory member of the community
- Outstanding written, oral and presentation communication skills

EDUCATION & EXPERIENCE

The successful candidate will possess a bachelor’s degree in business or public administration, planning or related field; with a master’s degree preferred. In addition, at least ten years of public sector management as an executive in a comparably sized community is required. The ideal candidate will have served as an administrator or deputy administrator in a comparably sized, high performing organization. The successful individual must be able to demonstrate experience and proven success in finance and budget, growth management, strategic planning, staff development and collaboration with citizens and outside agencies. ICMA Credentialed Manager status is desired.

- Desire to work in a progressive community that values community engagement and transparency
- Trusted individual, who accepts direction from the Board of Supervisors and can implement and communicate concisely complex policies in a timely manner
- Cognizant of dual role as a public servant and public official

OTHER REQUIRED CHARACTERISTICS:

- Personal and professional integrity of the highest order
- Accessible, transparent and approachable with the public and staff
- A visionary and innovative approach to new ideas
- Politically astute without personal involvement in political issues
- An individual who displays initiative, is resourceful and creative and has problem-solving abilities
- Community oriented, visible and participatory member of the community
- Outstanding written, oral and presentation communication skills

EDUCATION & EXPERIENCE

The successful candidate will possess a bachelor’s degree in business or public administration, planning or related field; with a master’s degree preferred. In addition, at least ten years of public sector management as an executive in a comparably sized community is required. The ideal candidate will have served as an administrator or deputy administrator in a comparably sized, high performing organization. The successful individual must be able to demonstrate experience and proven success in finance and budget, growth management, strategic planning, staff development and collaboration with citizens and outside agencies. ICMA Credentialed Manager status is desired.

• Desire to work in a progressive community that values community engagement and transparency
• Trusted individual, who accepts direction from the Board of Supervisors and can implement and communicate concisely complex policies in a timely manner
• Cognizant of dual role as a public servant and public official

OTHER REQUIRED CHARACTERISTICS:

• Personal and professional integrity of the highest order
• Accessible, transparent and approachable with the public and staff
• A visionary and innovative approach to new ideas
• Politically astute without personal involvement in political issues
• An individual who displays initiative, is resourceful and creative and has problem-solving abilities
• Community oriented, visible and participatory member of the community
• Outstanding written, oral and presentation communication skills

EDUCATION & EXPERIENCE

The successful candidate will possess a bachelor’s degree in business or public administration, planning or related field; with a master’s degree preferred. In addition, at least ten years of public sector management as an executive in a comparably sized community is required. The ideal candidate will have served as an administrator or deputy administrator in a comparably sized, high performing organization. The successful individual must be able to demonstrate experience and proven success in finance and budget, growth management, strategic planning, staff development and collaboration with citizens and outside agencies. ICMA Credentialed Manager status is desired.