



The City of Fredericksburg, Virginia

is seeking a
highly qualified
leader to serve as
its next...

City Manager

To be considered, please submit your cover letter, résumé with salary history and five (5) professional references online by visiting the W&C website [here](#).

**Application deadline:
February 5, 2016**



Community Profile

The City of Fredericksburg, Virginia, located on the banks of the Rappahannock River, is a progressive community with a rich Colonial and Civil War history. Since its inception in 1782, the City has been a unique part of the nation's history and remains a thriving, growing and prosperous community. Fredericksburg and the area are home to several well-recognized museums, national historic sites and presidential homes, all of which contribute to the rich historical and cultural experience for which the City is now recognized. In recent years, the City has become a destination point for visitors' intent upon enjoying a historic and well preserved small town rich in the history of the American Revolution and Civil War, with an estimated 250,000 visitors recorded annually at the City's Visitor Center and over 1.5 million visitors per year recorded within the City and surrounding region. The City has also experienced significant commercial growth in its western quadrant and has become a major retail center for the rapidly growing Rappahannock region of Virginia. Strategically positioned approximately half way between Washington, D.C. and Richmond, Virginia, the City is bisected by I-95, which provides excellent access to the north and to the south. The City is also served by commuter rail, which provides an attractive alternative for those traveling into the Nation's Capital.

The latest estimates from the U.S. Census Bureau indicate that the City is located in the heart of one of the fastest growing regions in the State and the City has experienced a growth rate of 26% since the 2000 Census, easily surpassing the statewide growth rate of 13%. The City's steady growth in population reflects the attractiveness of the City's location and the strength of the regional economy.



Local Economy

A wide range of diverse area businesses contribute heavily to Fredericksburg's local economy. A major element of the City's economy is focused on heritage tourism, and visitors exploring the City contribute over \$70 million annually in tourism related dollars. Fredericksburg's retail, restaurant and lodging sectors provide more than 8,000 jobs locally and the City has major shopping complexes and a wide range of small businesses located strategically between I-95 and US Route 1. The historic downtown has an active and dynamic central business district filled with over 200 local businesses, including restaurants, shops, and art galleries, some of which have prospered in the same location for decades.

The City also is the location of the vibrant Central Park commercial development located just west of Interstate 95. Central Park is home to a wide variety of restaurants, hotels, retail stores, and office buildings, and the area is a major source of economic activity for the City. Celebrate Virginia South, located just to the north of Central Park, is the home of the Fredericksburg Expo and Conference Center and a Wegman's grocery store, further enhancing the City's economic base. The Fredericksburg Expo and

Conference Center hosts a wide variety of conferences and shows, and serves as the Start/Finish area for the Marine Corps Half Marathon.

Educational Opportunities

The City of Fredericksburg maintains a strong commitment to public education. The City operates a fully accredited school system with one (1) elementary school, one (1) upper-elementary school, one (1) middle school, one (1) senior high school, and one (1) Head Start and alternative education building. Administrative offices are located in the City and total enrollment for the most recent school year was over 3,000 students. Several private schools operate facilities within the region as well.

There are numerous higher educational opportunities in and around the City. The University of Mary Washington (UMW) has a far-reaching impact on the region and beyond and has a current enrollment of over 5,000 students. The University is a well-respected four (4) year, publically supported liberal arts institution offering over 40 bachelor's degrees as well as several different master's degree programs. The University is also the City's second largest employer providing over 1,000 jobs and the school's impact extends into a wide range of support businesses that provide supplies and direct services to the University and its student population. In addition, Germanna Community College operates a campus within the City and offers associate and certificate programs.

Healthcare

Quality healthcare is key to the City and the region and Mary Washington Healthcare (MWH), a locally owned, not-for-profit health-care organization governed by its community members, provides comprehensive health care through all stages of an individuals' life. MWH is committed to providing the region with the highest quality medical care. Today, the Health System includes over eighteen (18) facilities and programs, and offers a wide range of health care and wellness services. Mary Washington Hospital, one of Virginia's leading regional hospitals, is the cornerstone of Mary Washington Healthcare. The Hospital is a full service facility with over forty-five (45) medical specialties represented and has





expanded to 437 beds and includes a Level II trauma center. The Hospital is the City's top employer with over 3,500 of its almost 5,000 staff members employed at the Hospital and other facilities in the City of Fredericksburg, generating a weekly payroll of over \$4.5 million. The impact of the hospital and the secondary impacts of health related businesses drawn to the City by the Hospital contribute to Fredericksburg's growing presence as a regional medical center.

Other major medical facilities located in the City include Health South which operates an acute rehabilitation facility and Pratt Medical Center, a regional medical services provider, which maintains four (4) offices within the City.

Recreation and Leisure

The City is home to a vibrant and growing commercial and retail presence. The bustling Central Park area has grown into a premier shopping outlet due to its extensive store offerings and convenient location just off Interstate 95.

Outstanding cultural and entertainment events are available both within the community and within a short drive. The Fredericksburg Theater Company partners with the University of Mary Washington to present popular dramatic performances and the College/Community Orchestra conducts regular concerts which draw large groups of citizens and visitors.

The City provides an extensive public and private recreation program with playgrounds, ball fields, tennis courts, riverfront parks and hiking and fitness trails. The City operates the 877-acre Motts Run park facility, with a 126-acre lake as well as the 30-acre Old Mill Park located on the Rappahannock River. The City recreation department also sponsors organized athletic and special instructional programs and events which draw significant public participation from both the Fredericksburg community and its neighbors.



Governance and Services

The City of Fredericksburg is governed under the Council-Manager form of government, with a seven (7) member elected body consisting of a Mayor and six (6) Council members serving as the legislative arm of City government. The Mayor and two (2) Council members are elected at-large and the remaining four (4) Council members are each elected to represent one (1) of four (4) wards. Council members and the Mayor serve four (4) year, staggered terms, with elections held every two (2) years in May.

The City provides a full range of governmental services to its citizens. In addition to general government services and public safety services, the City provides street maintenance, solid waste collection, water, wastewater, bus transportation, and a variety of other services. The City is also a full partner in a regional jail, regional landfill and regional library.

Approved in 2008 for the City's 300th anniversary, the City Council has adopted a vision for Fredericksburg which strives for the City to be:

- ❖ Animated by a sense of its unmatched, irreplaceable history
- ❖ Characterized by the beauty of its riverfront, the vibrancy of its downtown, and its safe and attractive neighborhoods

- ❖ Inspired by active arts, cultural, and education communities
- ❖ Shaped by civic involvement and economic vitality
- ❖ Mindful of its duty to protect and conserve its pristine land, water, and air resources
- ❖ Of choice for people of many income levels, cultures, and ethnicities to live, work, and play

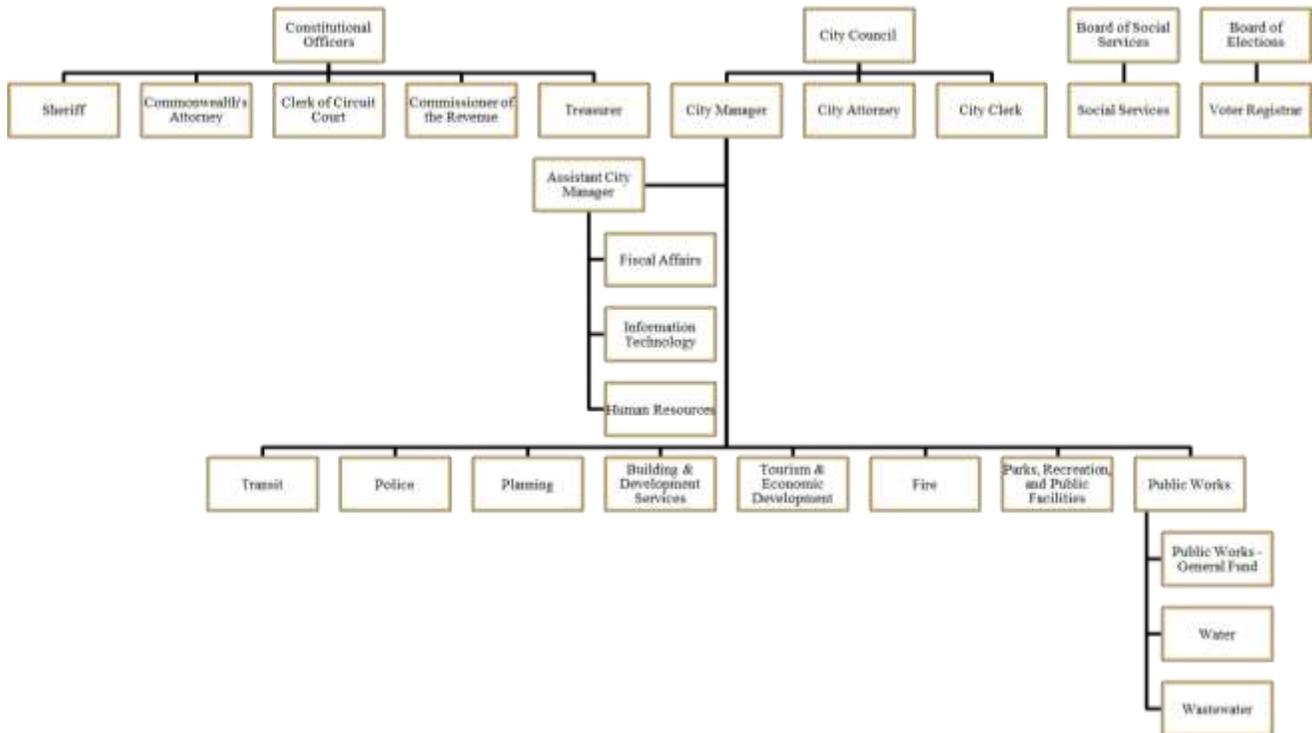
Adopted in January 2015, the City Council has established (9) goals, with nineteen (19) initiatives, the Council wishes to address in concert with its vision statement. For Fiscal Year 2016, the City is operating with a General Fund budget of \$88.5 million and over 400 employees that provide services in over twenty (20) departments.

The Position of City Manager

The City Manager is appointed by the Mayor and City Council and serves as the Chief Administrative Officer for the City. The Manager is responsible for directing various City departments and providing guidance in directing, supervising, coordinating and planning the day-to-day administration of the affairs of the City and the implementation of the policies established by City Council. The City Manager is also responsible for preparing the City’s annual budget and for advising City Council as to the financial condition of the City.

The Manager ensures that the entire community is served effectively and efficiently by providing direct management and oversight to City departments such as Finance, Human Resources, Economic Development and Tourism, Fire, Transit, Community Planning and Building and Public Works.

City of Fredericksburg Organizational Chart



To learn more about the City please visit <http://www.fredericksburgva.gov/>

The City of Fredericksburg, Virginia

Core Qualifications of the Ideal City Manager

Position Requirements

The Fredericksburg City Council is seeking an experienced, well-rounded professional for the position of City Manager to work cooperatively with the Mayor and City Council as the community continues to move forward while building on its past successes. The primary criteria for consideration include demonstrated management success in a comparable organization of similar or greater complexity, an interest and desire to serve the needs of a diverse community and the ability to function in a historically focused but growing and changing environment.

The ideal candidate will have a strong public and/or private sector management background gained in a comparably-sized municipal or non-profit organization or corporate setting. A combination of successful management experience in a public-private sector setting will be considered a plus. Successful candidates should demonstrate a high level of energy and competency and possess exemplary management and analytical skills with the ability to successfully operate and exert influence in a community with complex internal and external relationships. Competitive candidates are expected to be flexible, responsive to the needs of the Mayor and City Council and the entire Fredericksburg community while managing a wide range of tactical and strategic issues simultaneously. The candidate's background and experience should include exposure to all aspects of managing a full-service county, city or organization experiencing change and ongoing redevelopment. The successful candidate will also have demonstrated a record of strong customer-service focused on the delivery of services for all segments of the community. While strong financial and technical competence is needed, the successful candidate should be creative, articulate and focused on implementing the City Council's policies and directions. Candidates should also be comfortable working in, and interacting with, an involved community.

Preferred Qualifications and Experience

- ❖ At least ten (10) years of progressively responsible management experience as a Chief Executive/Administrator or Deputy Chief Executive/Administrator in a high performing, comparably sized, growing community or organization similar to the City of Fredericksburg.
- ❖ A Bachelor's degree in public administration, finance, business or related field is required, with a Master's degree in the above areas preferred; with ICMA Credentialed Manager designation or eligibility to become credentialed viewed as a positive demonstration of a candidate's commitment to continuous professional growth.
- ❖ Experience in a historic and diverse community environment, with a successful record of proactively dealing with well-planned and managed change consistent with adopted plans and practices; staff development, team building and productivity improvements; the use of technology to expand transparency and improve services; maintenance of fiscal and environmental sustainability; and development of long-range capital plans resulting in well-planned replacement of aging infrastructure.
- ❖ A demonstrated record of success in listening to and working with an engaged, independent-thinking governing body to affect successful outcomes.

Required Leadership Traits and Skills

- ❖ Committed to working cooperatively with the Mayor and City Council, City staff, citizens, the business community and advisory groups in expanding a "team-oriented" relationship

- ❖ Leads by example with the City's staff and citizens, displaying vision, courage, humility, soundness of judgment, decisiveness, motivation and dedication
- ❖ Transparent and open in dealing with all issues with the ability to form collaborative problem solving teams
- ❖ Possesses and displays a level of comfort in leading an experienced professional senior management team
- ❖ Committed to maintaining a high level of integrity in dealing with others and demonstrates a commitment to ethical solutions
- ❖ Is visible in the community and with staff, building confidence in the City and its operations
- ❖ Has strong verbal communication, public speaking and writing skills, with the ability to explain complex issues to the citizens of Fredericksburg
- ❖ Has knowledge of major municipal policy issues, especially public finance and redevelopment
- ❖ Is approachable and has the desire to engage others and the ability to listen to a wide range of ideas and opinions, interpret what is being said and develop well-rounded solutions
- ❖ Demonstrates initiative and creativity in addressing issues and is proactive in resolving problems

Future Challenges

- ❖ Developing a meaningful succession and transition plan for senior and all City staff
- ❖ Maintaining and expanding a strong, creative, economic development and tourism program to enhance the City's tax base and ability to fund City services
- ❖ Dealing with the integration of new growth opportunities with the City's historic past

Compensation and Benefits

The salary for the position is negotiable dependent upon the candidate's education and experience. Benefits include but are not limited to participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical and dental insurance, professional dues and conference expenses. City residency is required within a reasonable time of appointment to the position.

Application and Selection Process

The application deadline is February 5, 2016. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by the City. The City will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Fredericksburg in mid-March. For more information, please contact **John Anzivino** at richmond@springsted.com.



The City of Fredericksburg is an Equal Opportunity Employer.