



Stafford County, Virginia

invites applications for the position of

Director of Parks, Recreation and Community Facilities

The Community

Stafford County located midway between Washington, DC and Richmond, the capital of Virginia, along Interstate 95 is a growing community. The County, which encompasses 277 square miles, is bounded by the Potomac River and King George County to the east, the Rappahannock River to the south, Fauquier County to the west and Prince William County to the north. Founded in 1664, the County has strong connections to events that shaped the nation's history. Most notably, it was the County's prosperous iron industry that attracted Augustine Washington and his family, including a six-year old son named George, to Ferry Farm in Stafford. The future president spent his formative years there until he reached adulthood. Additionally, during the Civil War, Stafford served as a logistical and transportation center for both northern and southern forces.

While some of the County remains rural, portions have developed rapidly in recent years and are taking on a more suburban character. As of 2014, the County's population was estimated to be over 139,000, an increase of 8.5% from the 2010 Census, making Stafford one of the fastest growing counties in Virginia and the United States. For decades, because of its proximity to Washington, DC, Stafford County saw many of its workers commute to jobs inside the Washington beltway. That outmigration is changing rapidly as Stafford has become a thriving center for some of the nation's leading companies with local jobs having grown more than 42% in the past decade. This has resulted in more than 41,000 local jobs now located in the County today. Stafford is also home to Marine Corps Base Quantico, the national training ground for Marine Corps Officers, and the FBI Academy and National Crime Lab, Drug Enforcement Agency Training, and now consolidated DOD investigative agencies. In all, the federally diverse Quantico Marine Corps Base employs nearly 25,000 and has a regional economic impact of \$5 billion annually.

With its strategic geographic location, on rail and the Interstate, just a short drive from the nation's capital, Stafford is still able to retain its quaint, hometown feel. Simply put, Stafford County is a premier location to live, work, and play in America's Mid-Atlantic region.

Educational Opportunities

The Stafford County Public School system is a prestigious, nationally recognized system that has succeeded in achieving a 90% on-time graduation rate at its five (5) high schools. In addition, the school system includes eight (8) middle and seventeen (17) elementary schools and enrolls over 27,000 students of the County's



diverse backgrounds and origins. Stafford’s schools are all fully accredited, making the school division the largest system in the Commonwealth which has all of its schools fully accredited.

Higher education facilities in and around the region are numerous and offer a wide range of learning opportunities, with the campuses of George Mason University, Northern Virginia Community College, the University of Mary Washington, Germanna Community College and Lord Fairfax Community

College all within a short drive of the County. Both the University of Mary Washington and Germanna Community College offer customized training and incentive programs to meet the specific needs of local businesses and the County is aggressively pursuing a full-time campus for Germanna Community College within the community.

Stafford County Economy

Stafford is a community with a growing number of defense contractors and has established a high tech industry presence. Today, nearly 2,500 Stafford far-ranging companies provide goods and services to a diverse international market. Major employers in the County include GEICO Insurance, FBI, Intuit, MITRE, McLane Mid-Atlantic, Greencore, and Northrup Grumman. The region’s premier Class A office park, Quantico Corporate Center, is home to the Stafford Technology and Research Center, a center which serves as a growing facilitator for continued growth in jobs for national security related work. With an unemployment rate of just 4.1% (September 2015), Stafford County held the top spot in annualized job growth in Virginia from 2009-2014 (Virginia Employment Commission).



Transportation

The major airports of Dulles, Reagan National, BWI and Richmond are all located within a reasonable distance from Stafford and are easily accessible via major highways. For ease of access into Washington, DC, the Virginia Railway Express provides daily commuter rail service from two (2) stops in Stafford. Stafford is also home to the Stafford Regional Airport, a state of the art general aviation airport serving as a reliever to Reagan National Airport.



Recreation and Leisure Opportunities

Stafford’s unique location between the Blue Ridge Mountains and the Chesapeake Bay allows residents to choose from an array of recreational and cultural opportunities. Popular attractions in the area include the landmarks of Ferry Farm, historic Chatham Manor, Gari Melcher’s Belmont, Riverside Dinner Theater, the City of Fredericksburg and many Civil War battlefields. For outdoor activities, the County offers many park amenities at its more than twenty (20) sites, offering world class

athletic fields and a soon to open indoor aquatics center. Golfing, boating, public beaches and wineries also make Stafford an attractive community. The County also manages two (2) library facilities and has ample and growing retail, dining and shopping opportunities.

Medical Care

In addition to its close proximity to major medical facilities in the Richmond and Washington, D.C. area, Stafford County is home to the Stafford Hospital, a full-service, 100-bed medical facility offering premier care and services. There are also 270 practicing physicians and seventy-two (72) dentists who practice within the County.

Stafford County Government

Stafford County operates under the Board-Administrator form of government, with a seven-member, elected Board of Supervisors serving as the legislative body of local government, with each member serving a four (4) year, staggered term. The Board is responsible for enacting laws, setting policies, approving the budget for county services and appointing citizens to several boards, authorities and commissions. The County Administrator is appointed by the Board and serves at the pleasure of the Board, carrying out the Board's adopted policies, directing business procedures and overseeing day to day operations and activities for all County departments. Stafford County operates with a Fiscal Year 2016 General Fund budget of \$265.5 million and is supported by more than 800 County employees. The County has been recognized for its sound financial management with a recent AAA Bond rating upgrade by Standard and Poor's.

In January 2015, the Board of Supervisors reaffirmed its priorities for the community, which include: Education, Public Safety, Infrastructure, Economic Development and Service Excellence. These priorities are encompassed by the overall theme of Fiscal Responsibility and Reducing the Tax Burden.

More information about the County may be found at: <http://staffordcountyva.gov/>.

The Position of Director of Parks, Recreation and Community Facilities

The Director of Parks, Recreation and Community Facilities is responsible for the oversight of all departmental activities, facilities, and programs, and is responsible for the physical assets, revenues, programs, and services under the umbrella of the Department on a day-to-day basis and serves as a key member of the County Administrator's Leadership Team.

The Stafford County Department of Parks, Recreation and Community Facilities is an integral part of the County's service delivery system and offers a wide range of affordable leisure, recreational, and sports programs which are focused on allowing citizens to improve their social, mental, and physical development. The Department also is responsible for providing cost effective, year round management and maintenance of the County's parks, public buildings, and other assigned facilities.

The Department operates with a Fiscal Year 2016 budget of \$11,154,897 and has an authorized full-time workforce of fifty-eight (58) employees which are supplemented by 121 part-time employees.

The County operates a wide range of well-maintained and up to date facilities which include: indoor and outdoor aquatics facilities, two community centers, public trails, picnicking areas, a beach along the Potomac River, two fishing lakes, three boat ramps and thirteen (13) parks which are spread over 1,432 acres of publicly owned property. The County has recently begun a major expansion program funded by a voter approved bond issue and many of the County's facilities are considered to be 'cutting edge' facilities and include both turf fields and an indoor aquatics facility. In addition, the Department has a cooperative agreement for use of designated public school facilities for recreational purposes.

The Department provides a large number of program offerings ranging from pre-kindergarten to senior citizen oriented activities, and is involved in a wide range of sports programs and leagues including gymnastics, youth football, basketball, adult softball and volleyball reaching over 250,000 users per year. The Department also has developed, and maintains, close working relationships with independent organizations within the County which operate youth baseball, swimming and soccer programs utilizing County facilities.

The Director and staff work with an eight (8) member advisory commission appointed by the Board of Supervisors which meets monthly and includes liaisons to the Planning Commission and School Board for facility planning and program coordination. The Parks and Recreation Advisory Commission acts as an advisory body to the Board of Supervisors concerning recreation policies, programs, finances, and the purchase or sale of property for recreation and park use.

Major Goals/Objectives for the Department

- Development of a water safety program for kindergarten through 2nd graders at Stafford County Elementary Schools, preschools and daycares, as well as partnering with the County's Fire and Rescue Department to hold a River/Water Safety event to promote safe access to water.
- Training of staff in anticipating recreational trends and needs of the community by developing programs and facilities efficiently, while promoting a sense of community through recreation programming and partnering.
- Providing quality programs and education at a reasonable cost to encourage participation by all citizens.
- Continuing partnerships maximizing public and private efforts to deliver services, programs, and maintenance at County parks and public facilities, while maintaining and improving County assets.

Education and Experience Necessary for the Position

A bachelor's degree in parks and recreation administration or a related field, from an accredited college or university, plus six (6) years of managerial or administrative experience in a comparably sized organization is required. A master's degree is preferred. Qualified candidates will be dynamic leaders who demonstrate a passion for development and maintenance of high quality parks and recreation programs and who convey a clear vision and direction that builds on the quality of Department staff, volunteers and amenities. Successful candidates must have experience managing staff of a comparably sized organization, working within established budget parameters and developing alternative revenue sources. Experience in electronic social networking and marketing is a plus. Must have strong writing, verbal and presentation skills and be comfortable working in a high profile public position.

Desired Capabilities

- **Open communications style.** Able to engage in open and honest dialogue with the community and department staff by listening to concerns while clearly articulating departmental objectives.
- **Visionary.** Articulates a clear and compelling department vision and mission and motivates the department's staff to continually move toward the vision.
- **Innovator.** Imaginative manager of the department in times of financial difficulty and is comfortable with novel uses of social media and public relations to promote departmental programs.
- **Professional demeanor.** A credible department leader who expects and appreciates the hard work of the department's staff and sets the example for them.
- **Team player.** Creates a team-oriented work environment that promotes positive morale among department employees; is highly visible with the department's staff and ensures department staff have access to professional development, training opportunities, equipment and technology.

- **Technical superiority.** Understands and excels at all aspects of parks, recreations, and cultural services operations, with extensive first-hand experience in programming and management.
- **Department champion.** Is a strong advocate for building the resources and assets of the department and effectively communicates to the department, elected and appointed officials, and the County's citizens and businesses that effective stewardship is an investment in the community at large.
- **Proven fiscal manager.** Allocates resources effectively in a limited revenue environment and uses established priorities to determine necessary expenditures and expenditure reductions; adept in identifying and leveraging alternative revenue sources.
- **Collaborative management style.** Understands that internal resources and many outside organizations, including other County departments, the local school division and other municipalities, and can assist the broader organization in achieving its vision.

Leadership Opportunities

- **Building community awareness.** Uses social media and effective marketing and public relations practices to promote the County's park assets and recreational and cultural opportunities.
- **Maximizes funding sources.** Identifies and obtains grants and new funding sources and leverages community resources to improve and expand access and quality of Stafford's park and community service opportunities.
- **Develops new partnerships.** Cultivates collaborative relationships to meet the parks, recreational and facility needs of Stafford County's residents while increasing utilization of community programs and park amenities. This includes advancing shared services goals of the County and schools.
- **Prudent fiscal management.** Effectively manages department resources by establishing department priorities and improving the efficiencies of department operations and programs.

Compensation and Benefits

The salary for the position is negotiable dependent upon the individual's qualifications 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.

Application and Selection Process

The application deadline is **February 15, 2016**. To be considered, please submit your cover letter, resume with salary history and five professional references online by visiting our website, <https://waters-company.recruitmenthome.com/>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Stafford County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Stafford in March 2016. For more information, please contact **John Anzivino** at richmond@waters-company.com.



Stafford County is an Equal Opportunity Employer.