



# ECONOMIC DEVELOPMENT DIRECTOR **STAFFORD COUNTY, VIRGINIA**

**First Review of Applications: Tuesday, June 13, 2023**



**PUBLIC SECTOR EXECUTIVE RECRUITMENT**

# Recent Economic Development Successes

As the major employment center of the Fredericksburg Region, Stafford is also a growing contributor to the Greater Washington Metropolitan Area – a region with a Gross Domestic Product (GDP) of \$608B.

Stafford has prospered, in both investment and job creation, from the growth in its targeted industries; Healthcare, IT/Cybersecurity, Law Enforcement, Defense and Finance/Insurance.

The State of Virginia has invested billions of dollars into the I-95 Corridor in Stafford County, including a new six lane interchange. These improvements have spurred development in the retail, restaurant, distribution and logistics industries. All the enhancements and improvements continue to make Stafford an enviable business and residential address.

The immediate adjacency to Quantico Marine Corps Base continues to stimulate the local economy. MCB Quantico's Impact Since 2018 includes:

- 7.8% increase in military personnel;
- 13.5% increase in civilian personnel;
- 22.1% increase in contractors;
- Increase in total supported jobs of over 20,000 in the last five years;
- 21.4% increase in federal aid impact;
- 22.0% increase in Total Economic Impact to \$5.88 billion

Since 2018, Stafford has secured investments in several significant projects from high-profile industry leaders with estimated new tax revenue in real estate and business personal property from these projects totaling \$2.4M in 2023 and up to \$8.0M in 2027. Companies such as Amazon, DHL, Merritt, Northpoint and FedEx have made major investments in Stafford County.

Stafford is home to the Virginia Smart Community Testbed, which is attracting technology companies from around the world. Recently, two international technology companies have opened headquarters in Stafford County after engaging with the Virginia Smart Community Testbed.



## Economic Development Advantages

### Fiber: The Stafford Superhighway

Stafford keeps the fiber fast and businesses agile. Multiple dark fiber connectivity and proximity to the Metropolitan Area Exchange (MAE) East, the East Coast peering point that hosts 70% of the world's daily internet traffic, are components of the Stafford Advantage.

### Low Business Costs

Stafford leads with the lowest business costs in northern Virginia. BPOL taxes, imposed in many localities, don't exist in Stafford. Low property tax rates, affordable land, and the best value in Northern Virginia Class A office space puts the savings in perspective.

### Industry Clusters

Stafford's target industries enjoy easy transport links, top Talent, and business clusters that keep competitiveness on point. From state-of-the-art distribution centers to advanced cyber security and technology (including Virginia's first Smart Community Testbed and RIoT Accelerator), a network of collaborators is close at hand.



## ORGANIZATIONAL VISION

Through a culture of enthusiasm, creativity, and continuous improvement, we serve to make a difference.



## ORGANIZATIONAL VALUES

### **Proactive Ownership**

We take initiative and act on the belief that our everyday efforts, no matter how small, will have far-reaching effects on the entire organization

### **Infinite Possibilities**

We encourage imagination, opportunities and solutions in our delivery of service

### **Customer First**

We value, respect, and listen to both our internal and external customers. We take responsibility in our words and in our actions to create a positive experience for all

### **Stronger Together**

We expect and encourage participation and collaboration every day

### **Ardent Learners**

We are committed to continuous learning and growth opportunities

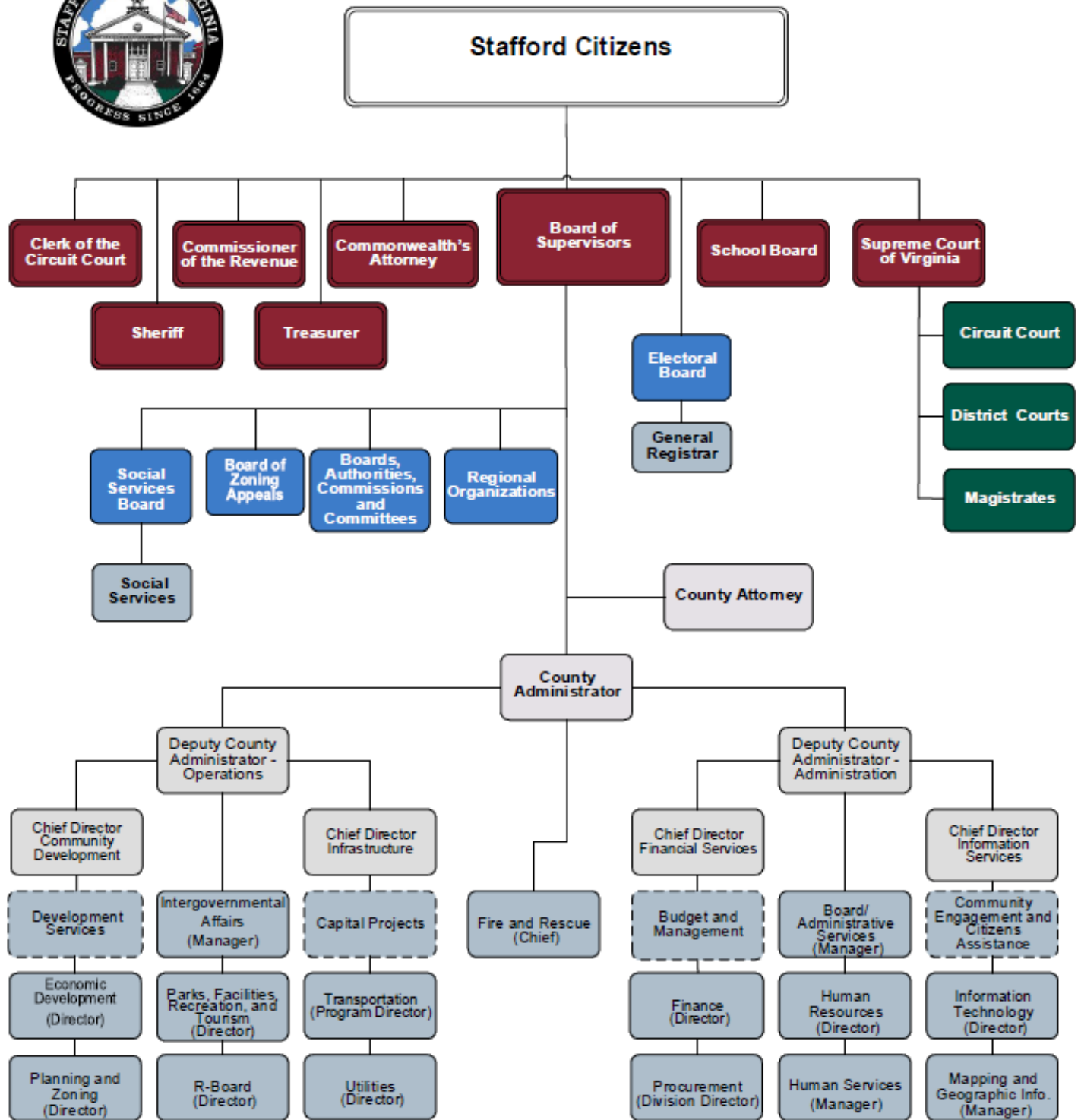
### **Unwavering Respect**

We value and appreciate each other





COUNTY OF STAFFORD, VIRGINIA



Legend	
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<span style="display: inline-block; width: 10px; height: 10px; background-color: #D3D3D3; border: 1px solid black;"></span>	Chief Director Department



## The Position

Stafford County is a high-performing local government organization that maintains a culture of embracing inclusion and inspiring individual and organizational excellence. Under the direction of County Administration and the Chief Director of Community Development, the Economic Development Director is responsible for the following:

- Direct, plan, organize, and supervise the County's economic development program to enhance the economic health and vitality of the County; develop, recommend, and implement short and long-range economic strategies; develop and manage programs to recruit and retain businesses and aid businesses seeking expansion.
- Develop and maintain professional working relationships with local agencies, developers, private consultants, citizen groups, community service organizations, and others to retain and recruit business and economic development to the County.
- Develop, coordinate, and implement effective marketing strategies and tools to attract businesses and development.
- Plan, organize, and coordinate economic development projects; prepare requests for qualifications and proposals; establish scopes of work for consultants; negotiate and manage the work of consultants and contractors. Determine consultant requirements; select consultants and negotiate contracts; oversee and coordinate special projects, administer contracts for services according to established guidelines for the department; control and authorize expenditures in accordance with established limitations.
- Prepare and present staff reports to Board of Supervisors, Planning Commission, Economic Development Authority, advisory committees, the public, and other groups to explain technical aspects of economic development projects and programs.
- Staff, train, supervise, and evaluate the performance of assigned economic development staff. Prioritize and assign work to ensure efficient economic development activities and programs; assess and monitor workload, administrative support systems; identify opportunities for improvement and recommend and implement changes.
- Formulate strategies for implementing economic development policy; develop and maintain an overall economic development plan for the County.
- Provide representation to a variety of boards and commissions; attend and participate in professional groups and committees. Serve as primary liaison to the Economic Development Authority.
- Participate as a member of the County's Leadership Team to assist in planning, organizing, and administering policy. Coordinate economic development activities with those of other departments and offices to assure a consistent approach towards common projects and interests.

# The Ideal Candidate

**The ideal candidate for the Economic Development Director will have the ability to:**

- Plan, organize, direct, and coordinate the work of professional and technical personnel; delegate authority and responsibility.
- Utilize strong organizational and interpersonal communication skills, as well as having excellent oral, written, and presentation skills with ability to serve as an interface between economic development and local government;
- Provide administrative and professional leadership and direction for the economic development program.
- Identify and respond to community and County Board of Supervisors' issues, concerns, and needs.
- Develop, implement, and administer goals, objectives, and procedures for providing effective and efficient economic development services.
- Ensure project compliance with Federal, State and local rules, laws and regulations.
- Interpret and apply pertinent laws, rules and regulations.
- Prepare and analyze technical and administrative reports, statements, and correspondence.
- Work effectively with others to achieve personal, team, departmental and County goals.

**Has knowledge of:**

- Principles and practices of economic development.
- Organizational and management practices as applied to the analysis and evaluation of economic development programs, policies and operational needs.
- Modern and complex principles and practices of program development and administration.
- Economic analysis techniques related to market, feasibility, and impact studies.
- Methods and techniques of effective technical report preparation and presentation.
- Research methods and sources of information related to economic development.
- Negotiation, mediation and facilitation skills, techniques and procedures.



## Qualifications

Qualified candidates will possess a Bachelor's degree from an accredited four-year institution, preferably in Business, Urban Planning, Economics, Public Administration, or closely related field and seven years of increasingly responsible management experience related to economic development, community development, or a closely related field. A Master's Degree and/or professional certificate designation are desirable.

# The Community

Stafford County, Virginia is ideally located along the Interstate 95 corridor just 25 miles south of Washington, DC and 50 miles north of Richmond. The County has a diverse population of over 156,927 residents as of the 2020 census, and is one of the fastest-growing counties in Virginia and the United States. The County continues to experience growth in its diversity and continues the effort to ensure the community's future needs remain a priority. Stafford has a wide variety of living choices, including waterfront, golf club communities, gated communities, suburban, country, and active adult communities.

Stafford County is a flourishing community that continues to achieve all that our residents, businesses, and visitors have come to imagine. Stafford is a great place to call home from its early beginnings that are deep-rooted in our nation's history to the evolution into a progressive and well-designed locality. It places the citizens first, ensuring that our home is always welcoming and our businesses continue to prosper.

Founded in 1664, the County has strong connections to events that shaped the nation's history. Most notably, the County's prosperous iron industry 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 young adulthood. Stone from its quarries helped to build the US Capital and other prominent buildings in Washington DC. During the Civil War, Stafford served as a logistical and transportation center for both northern and southern forces. It was the site of the first naval engagement of the war. It served as a significant starting point for African Americans seeking freedom from slavery. Several professional and Olympic athletes attended Stafford county schools.

For more details visit: <https://staffordcountyva.gov/index.php>



## Educational Opportunities

The Stafford County Public School system is a high-performing, nationally recognized school division and one of the largest school divisions in the Commonwealth, with all schools being fully accredited. Programs offer students core academics, advanced placement, and technical skills that match their career interests. Higher education facilities in and around the area are well-represented, 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.

## Medical Care

Stafford County is home to the Stafford Hospital Center, a full-service, acute care medical facility offering first-rate care and services. The hospital attracts many additional healthcare businesses, and more growth is anticipated. In addition, Stafford is within close proximity to several major medical facilities in the Richmond and Washington, DC area.



# The Organization

Stafford County has an overall budget of \$696 million, and more than 1,200 County employees support this community. The organization promotes and values leadership at all levels that empower and engages employees in decision-making processes. Through a performance management system, the organization focuses on developing its employees by allowing employees to grow and advance within the organization. The organization has adopted six key values that are integrated into the organization and support the community and each other: customer first, stronger together, infinite possibilities, ardent learners, unwavering respect, and proactive ownership. The established Executive Leadership Team of the organization guides its work through a charter. The team serves as an agent of change and promotes high performance continuously throughout the organization. They foster and help develop an organization that strategically plans for and adapts to a changing community, creating a supportive work environment and championing a culture of excellence. This position will be a key member of the Executive Leadership Team.

The County of Stafford operates under the traditional Board-Administrator form of government, with a seven-member, elected Board of Supervisors serving as the legislative body of the 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 of all County departments. The County has demonstrated sound financial management, as recognized in their Triple-AAA Bond rating from all three rating agencies, where they join only 47 localities across the country with this distinction.

The Board of Supervisors established the Stafford County 2040 plan, a strategic plan focusing on Healthy Growth, a Responsive Transportation System, becoming the Heartbeat of Recreation, History, and Culture, offering Quality Educational Opportunities, continuing to be a Vibrant and Exciting Business Community, providing a Dedicated and Responsive Public Safety Team, and achieving Organizational Excellence. The strategic plan, along with the County's five-year financial plan and Comprehensive Plan, is a road map for the organization in meeting the needs of a growing community. The County is invested and engaged with a governance philosophy that is fiscally efficient in delivering core services responsive to the ever-changing needs of this multi-dimensional community.

## Recreation and Leisure

Stafford's unique location between the Blue Ridge Mountains to the west and the Chesapeake Bay to the east allows residents to choose from an array of recreational and cultural opportunities. Stafford has rich outdoor recreation and athletic options, including kayaking and boating on the Potomac Rivers and Rappahannock, historical sites and artistic galleries and walks, and the world-class Rouse Sports Center offering indoor aquatics outdoor fields. Stafford envisions developing a new mixed-use, social and entertainment "Downtown Stafford" in the near future to offer additional community experiences. The quality of life within the County and the surrounding region is accentuated by its natural beauty and 51 miles of shoreline with wineries, craft breweries, and historical sites to explore.

## Stafford County Economy

Stafford offers a pro-business community, diverse recreational attractions, a growing presence in sports tourism, and is home to some of the nation's leading companies. Marine Corps Base Quantico occupies 33,000 acres in northern Stafford County. The Marine Corps Officer Candidates School, FBI Academy, FBI Crime Lab, and Military Criminal Investigative Services are all located on the base. Over 25,000 military and civilian employees work here, and over 60% hold a bachelor's degree or higher. Stafford is home to over 2,870 businesses, including over 40 defense, security, and technology firms, GEICO insurance, and a diversified portfolio of large and small firms.

# Compensation

The salary range for the Economic Development Director is **\$114,000—\$155,000** and will depend on the qualifications of the successful candidate. Benefits include but are not limited to:

- Participation in the Virginia Retirement System
- Medical, dental, vision, group life, and disability insurance
- Vacation, holiday, and sick leave
- Employee Assistance Program
- Professional dues, and conference expenses.

Stafford County values a culture of diverse perspectives and life experiences. The organization embraces innovation, collaboration, and continuous learning, offering job stability and an opportunity to serve and support the growing community. Stafford County is an equal opportunity employer with a commitment to an inclusive workforce.

## Application and Selection Process

We invite qualified professionals to submit a cover letter and resume by visiting our website at:

**<https://www.governmentjobs.com/careers/bakertilly/>**

This position is open until filled; however, applicants are encouraged to submit a cover letter and resume by June 13, 2023. We will evaluate all applications against the criteria established by Stafford County and outlined in this brochure. For more information, please email [anne.lewis@bakertilly.com](mailto:anne.lewis@bakertilly.com) or call 703-923-8214.

Stafford County, Virginia is an Equal Opportunity Employer.

