



HUMAN RESOURCES DIRECTOR



EXECUTIVE RECRUITMENT





THE CITY

Located in the Hampton Roads Metropolitan Statistical Area (MSA), Virginia Beach is the most populous city in the state with nearly 460,000 residents in 307 square miles. As an independent city, Virginia Beach is considered a “county equivalent” with the authority of a consolidated city-county government, including allocating the budgets of Virginia Beach Public Schools and constitutional offices such as the Sheriff and Commonwealth’s Attorney.

Widely known for its 38 miles of Atlantic shoreline and the hundreds of hotels, restaurants, and attractions by which it earned the nickname, “The Resort City,” Virginia Beach is also one of the safest communities in the nation among cities above 300,000 residents. This has made Virginia Beach a consistently popular tourist and convention destination.

As a hub of the defense industry, Virginia Beach is home to Camp Pendleton, NAS Oceana Naval Jet Base, and Joint Expeditionary Base Little Creek/Fort Story. As the landing station for the Microsoft and Facebook-constructed MAREA submarine cable, the city is poised to expand the high-tech business industry as well. Other major employers include Amerigroup and GEICO. The city is also home to Virginia Wesleyan University and Regent University.



THE CITY ORGANIZATION



The City of Virginia Beach operates under the Council-Manager form of government. The City maintains a AAA rating and has a FY2023 total budget of \$2.46 billion and 18,000 full-time equivalent

(FTE) positions across all funds, about half of which is allocated to the public schools.

The City takes pride in its collaborative work environment, cultural diversity, and conscientious work ethic, which contributes to long tenures among the workforce.

VALUES

- Customer Service
- Teamwork
- Learning
- Integrity & Commitment
- Inclusion & Diversity

HUMAN RESOURCES DEPARTMENT

The Human Resources Department has a FY2023 budget of \$6.6M and 64 FTEs. Services and programs administered by the Human Resources Department include:

- Staffing and compensation
- Learning and development
- Workforce planning
- Citywide recognition
- Equal Employment Opportunity (EEO) and the Americans with Disabilities Act (ADA)
- Employee relations
- Safety and health services

Additionally, the department assists in the coordination of the Human Rights Commission, the Personnel Board, and the police Investigative Review Panel. The Human Resources Director is appointed by and reports to the City Manager.

DEMOGRAPHICS

AVERAGE AGE **36.4**



MEDIAN HOME VALUE **\$262,200**



MEDIAN HOUSEHOLD INCOME **\$78,136**



AVERAGE HOUSEHOLD INCOME **\$84,691**



PERCENTAGE OF RESIDENTS WITH BACHELOR'S DEGREE OR HIGHER **37.27%**



COMMUNITY DEMOGRAPHICS:

- WHITE: 65%
- AFRICAN AMERICAN: 18.8%
- HISPANIC OR LATINO (OF ANY RACE): 7.1%
- ASIAN/PACIFIC ISLANDER: 6.3%
- TWO OR MORE RACES: 7.7%



PRIORITIES & ISSUES TO ADDRESS

Key priorities for the next Human Resources Director will be the focus on employee recruitment and retention, including maintaining a relevant benefits structure, enhancing citywide employee recognition, promoting employee safety and wellness, optimizing use of an employee clinic specifically in the area of returning employees to work after injury and illness, and continuing ongoing efforts to improve efficiency through the optimization of technology and other innovations that will further Virginia Beach as an employer of choice. The new Director will also lead the implementation of a new human capital management system.

IDEAL CANDIDATE

The successful candidate will demonstrate the following skills, abilities, and attributes:

- Collaborate effectively across a large, complex organization
- Promote a healthy, safe, and productive work environment
- Think creatively and strategically
- Maintain a modern, responsive human resources department
- Demonstrate a commitment to equity and inclusion and empathy towards working with and among a workforce impacted directly and indirectly by trauma

QUALIFICATIONS

A master's degree in Human Resources, Public Administration, Government Operations, Business Management, or related field and six (6) years of progressively responsible experience in human resources; or higher-level education and experience equivalent to 12 years, including five (5) years of HR program management experience. SHRM, IPMA, and/or HRCI certification strongly preferred. Considerable knowledge of employment laws, regulations, and compliance standards as well as familiarity with current human resources trends and practices required.

COMPENSATION & BENEFITS

The salary range for this position is \$114,473-177,433. The City offers a full range of health and retirement benefits.

HOW TO APPLY

Apply by **October 9, 2022**, at www.GovHRjobs.com to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: (847) 380-3240 x141.

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www.govhrusa.com

