



DIRECTOR OF ECONOMIC DEVELOPMENT



EXECUTIVE RECRUITMENT



Oakland County, MI (pop. 1,274,395) County Seat: Pontiac/Waterford. Oakland County is located in southeast Michigan, immediately north of Detroit. With a population of 1.2 million and covering over 900 square miles, Oakland County offers cosmopolitan urban centers, lakefront living, historic town centers, and natural country settings within close proximity of an array of employment opportunities. Providing the diversity of choice vital to attracting and retaining a skilled workforce and high quality of life: 38,000 businesses, 1,100 foreign-owned firms from 39 countries, call Oakland County home. The county blends the State's most robust economy with an unmatched quality of life. This diversity makes Oakland County unique and competitive. Oakland County's annual gross domestic product (GDP) is \$100 billion, which represents 23% of the state of Michigan's total GDP.

Oakland County Census Demographics at a Glance



1,274,395 Total Population

Land Area: 907 Square Miles

Persons under 18 years: 21%

Persons over 65 years: 18%

Bachelor's degree or higher: 48%

Diversity

White alone: 71%

Black or African-American: 14%

Asian: 8%

Hispanic or Latino: 5%

Two or More Races: 2.4%

Foreign born persons: 13%

Housing, income & lifestyle

509,589 Households

Owner-occupied housing: 71%

Median home value: \$252,800

Median gross rent: \$1,100

Persons in poverty: 7.8%

Total employment establishments: 39,023

Total employment: 723,903

Median household income: \$81,587

Oakland County Government

The County is governed by an elected County Executive, David Coulter, and a 19-member Board of Commissioners who are elected by district for a two-year term of office. The Director of Economic Development is an appointed position, serves at the pleasure of the County Executive and reports to one of four Deputy County Executive. The Director is responsible for coordinating the efforts of Business Development, Community Development & Planning, Workforce Development, and Veterans' Services. The Director oversees a combined budget of \$10 million, a total number of employees of 65, with 5 directly reporting to the Director.



“My administration recognizes the important role Oakland County plays in the strength of Michigan and the United States’ economy. We will continue to lead and collaborate in support of Oakland County and the State’s economic growth, community planning, workforce development and veterans’ services.”

– County Executive, David Coulter

Oakland County’s Top 15 Largest Employers

Oakland County is home to a large health care and automotive organizations, strong entrepreneurial activity and innovative employers.

Company	Industry
Beaumont Health	Healthcare system
Stellantis NV	Automobile manufacturer
General Motors	Automobile manufacturer
United Wholesale Mortgage	Mortgage Lender
Ascension Michigan	Healthcare system
Henry Ford Health System	Healthcare system
U.S. Postal Service	Postal service
Oakland County	Government
Trinity Health	Healthcare system
Magna International of America	Automotive supplier
Comerica Bank	Financial Institution
Flagstar Bancorp	Financial Institution
Rochester Community Schools	School district
Continental Automotive Systems	Automotive supplier
Oakland University	Public university



#OAKLAND *Together*



The successful candidate will have the opportunity to make a significant and profound impact on the County, metro region and the State of Michigan. In their role, the Director of Economic Development must serve as a confident consensus builder committed to the tenets of transparency, collaboration, and inclusive excellence as they lead the divisions of Economic Development, Community Development, Workforce Development and Veterans' Services.

Challenges and Opportunities

Leadership and Coordination of Multiple Internal Divisions

The Director will manage four divisions: business development, community development, workforce development and veterans' services. The Director will work with each division to achieve its strategic goals and day-to-day responsibilities; the Director will also strive to increase the communication and synergy among the three divisions. Specifically, the Director must serve as a visible and highly interactive leader when working with internal stakeholders to establish trust and implement best practices across the four divisions.

Attract and Retain National and International Investment in Oakland County

As the county responsible for more than 20% of Michigan's GDP (gross domestic product), it is essential to have a Director who is skilled at developing long-term strategies to retain and grow existing foreign and domestic companies in Oakland County as well as attract new investment to the county. The Director will work with the county Executive's team as well as the business

development group to lead international missions, present at conferences, and attend trade shows. With travel throughout the globe, the Director will serve as an emissary for Oakland County, the region and the State of Michigan to bolster strong international ties.

Engagement and Building Trust Among Partners

In guiding business development, community development, workforce development and veterans' services efforts toward achieving the goals set forth within the strategic plan, the Director will strive to foster an environment that is highly focused on engaging County partners, including other agencies, community leaders, residents, and businesses. In doing so, the Director will ensure that trust is established between the County and key stakeholders and roads of communication remain open, honest, and promote the creation of formal and informal partnerships. The Director will create strong partnerships that will improve the efficiency and effectiveness of delivery of services to Oakland County business and residents.

Leadership and Responsibilities

Reporting to the Deputy County Executive who oversees Economic Development, the Director of Economic Development will lead and work collaboratively with various County departments and programs as well as local, national, and international community partners to achieve immediate development needs, while establishing forward looking goals. The Director will review and assess all current economic and community development data for Oakland County and implement the County Executive's Economic Development strategic plan. The Director is also responsible for creating and tracking key performance indicators aligned with strategic goals, and objectives. In their role, the Director must serve as a confident consensus builder committed to the tenets of transparency, collaboration, and inclusive excellence.

- ◆ Providing leadership and organizational oversight of county-wide programs and services for business development, community development, workforce development, and veterans' services.
- ◆ Establishing, in alignment with the Deputy Director, a process to achieve accountability and coordination of business development, community development, workforce development, and veterans' services to drive positive change in the County, metro region and the State.
- ◆ Lead employees with confidence and approachability. Provide constructive feedback, both one-on-one and in groups, to employees. Develop a culture of open communication and innovation.
- ◆ Successfully balance the needs of business development, community development, workforce development and veterans' services; assuring the success of each division.
- ◆ Organizing and leading international and national trade missions, and business attraction/retention trips to sustain and grow the long standing relationships Oakland County has cultivated as the North American home for business from ## countries.
- ◆ Advising the Deputy Director on issues relating to business development, community development, workforce development, and veterans' services and acting as a leadership voice in enabling and ensuring Oakland County maintains its leadership role in these areas while being inclusive of all community stakeholders.
- ◆ Serving as the key point of contact and resource for coordinated response to issues that may arise within the County as appropriate and proactively working to address potential issues.
- ◆ Representing the County Executive and the County in various community, state, regional, and international activities intended to advance the County's economic development, community development, workforce development, and veterans' services efforts.
- ◆ Assessing business development, community development, workforce development, and veterans' services progress through analyzing and synthesizing data from benchmarks, surveys, and reports; creating metrics to measure the quality and effectiveness of programs and services responsible for enhancing business development, community development, workforce development, and veterans' services.
- ◆ Keeping current on best practices and emerging trends in business development, community development, workforce development, and veterans' services and bringing that knowledge to inform program and policy development.
- ◆ Performing additional duties as assigned by the County Executive and Deputy Directors .



Qualifications and Experience

The successful candidate will be a strategic and innovative partner with proven experience in implementing strategic plans and leading large departments. Specific skills in the areas of cross-department culture building, performance measurement, and strategic review of initiatives are required. The County welcomes candidates with public or private sector experience who have a successful record of advancing implementation strategies that achieve tangible economic development results.

Candidates should have:

- ◆ Advanced degree with substantial administrative and experience in successfully implementing strategic plans;
- ◆ Deep understanding of and passion for the work of business development, community development, and/or workforce development; a willingness to be a leader, ambassador, and catalyst for change in a complex and dynamic county work and business environment, respecting all constituent groups using current and proven best practices for efficient and successful results;
- ◆ Ability to lead with both a decisive and consultative style, foster open communications, and proactively build positive relationships with internal and external constituencies;
- ◆ Experience in working collaboratively and effectively with various constituencies on strategies around economic development, community development and workforce development;
- ◆ A strong and confident listener and communicator who brings a calm presence, builds consensus and engenders trust based on integrity, critical thinking and excellent interpersonal skills;
- ◆ Ability to develop and consistently track key performance indicators to demonstrate progress toward established goals. A strong ability to communicate success and failure to reach goals to both the County's senior leadership team and department employees .

Preferred Qualifications:

- ◆ Master's degree from an accredited college or university in a relevant field of study;
- ◆ Five years or more of progressive relevant experience in a leadership position;
- ◆ Demonstrated ability to apply and contribute to state and national best practices;
- ◆ In-depth knowledge economic development;
- ◆ Proven track record in implementing new initiatives to meet organizational needs; and
- ◆ Well-developed skills in facilitating inclusive dialogues.





COMPENSATION AND HOW TO APPLY

Starting salary is \$145,000 - \$194,000 DOQE.

Apply online at www.GovHRjobs.com with resume, cover letter, contact information and three (3) professional references. Oakland County is an Equal Opportunity Employer. Questions regarding the position may be directed to the attention of Jaymes Vettrano, Vice President, GovHR USA, jvettrano@govhrusa.com, Tel: 847-380-3240.

Candidates will be reviewed upon receipt of application, with preliminary reviews to be completed by January 30, 2023.

CLICK HERE TO APPLY

***Credit for contributing to the narrative, data and photographs: Oakland County and census.gov.*



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