



HUMAN RESOURCES DIRECTOR CHATHAM COUNTY, GEORGIA



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HUMAN RESOURCES DIRECTOR CHATHAM COUNTY, GEORGIA

THE POSITION IN BRIEF

Chatham County, GA seeks a skilled local government professional to lead its Human Resources Department. The organization is characterized by stable leadership, a long-tenured workforce, and a positive work environment. The next Human Resources Director will be a people-oriented, consultative, and creative leader who champions innovative approaches to help the organization adapt and thrive in a new normal. The Director also must understand the nuances of county government, including working collaboratively with constitutional offices (i.e., courts, Sheriff) and interacting with the Board of Commissioners. The Director serves on the Chatham County Pension Board and is a fiduciary to the Pension Plan. This position is appointed by and reports to the County Manager and serves as a member of the senior leadership team.





THE COUNTY

With a population of 296,329, Chatham is the most populous Georgia county outside of metro Atlanta. It is part of the Savannah Metropolitan Statistical Area (MSA), which includes Bryan and Effingham counties and has a total population of approximately 405,000. Chatham County is situated on the Atlantic Coast and is bounded by the Savannah and Ogeechee Rivers and the southern border of South Carolina. The Savannah-Hilton Head International Airport (SAA), quick access to Interstates 95 and 16, and two Amtrak passenger lines make the county not only an attractive destination but an accessible one as well, welcoming leisure and business travelers year round. Multiple higher education institutions also call Chatham County home, including Savannah State University, Savannah College of Art & Design (SCAD), and a satellite campus of Georgia Southern University.

The county seat is Savannah, a vibrant city known for its architecture, history, and lively dining and entertainment scene. Living in Chatham County means being in close proximity to beaches, rivers, state parks, and nature reserves like Tybee Island, Skidaway Island State Park, and Savannah National Wildlife Refuge. Residents and visitors enjoy a wide range of outdoor pursuits, including boating, fishing, kayaking, hiking, and bird watching, along with year round festivals and cultural events.

DEMOGRAPHICS & RELATED DATA

(Source: [U.S. Census Bureau](#))

Median Age: **35.9** years

Median Household Income: **\$61,064**

Median Home Value: **\$214,900**

Race/Ethnicity

52.5% White alone;
41.3% Black/African American alone;
3.2% Asian alone;
7.0% Hispanic/Latino

Educational Attainment

90.6% High school diploma
35.5% Bachelor's degree



THE COUNTY ORGANIZATION

Chatham County operates under the Commission-Manager form of government with eight Commissioners elected from single-member districts and a Chairman elected at-large. The County Manager is appointed by the Board of Commissioners to provide professional guidance and support to the Board, implement Board policies, and provide administrative oversight of county government operations.

Chatham County has an approved FY2024 total budget of \$292.7M and 2,185 full-time equivalent (FTE) positions across 35+ departments, delivering local services such as public works, animal services, parks and recreation services, elections, emergency management, and law enforcement. The County's budget includes funding for the courts, Sheriff, Tax Commissioner, and other independently elected or appointed functions.

Along with its own vision and goals, Chatham County supports the Chatham Community Blueprint, a community-wide [strategic plan](#) developed with intensive citizen engagement in collaboration with cities and other community partners in the county. This unique cooperative approach maximizes limited resources and enables collaborative planning and problem solving to the benefit of all Chatham County stakeholders.

VISION

Make Chatham County, Georgia the best place to live, work, and play!

MISSION

To protect and serve the public and provide essential services to improve the quality of life.

CORE VALUES

- Honesty through Integrity
- Safety with Justice
- Stewardship promoting Transparency
- Efficiency with Effectiveness
- Pride increasing Respect
- Teamwork producing Achievement

GOALS

- Promote Public Health, Safety, & Welfare
- Practice Exemplary Stewardship
- Deliver Quality Customer Service
- Provide a Superior Work Environment

HUMAN RESOURCES DEPARTMENT

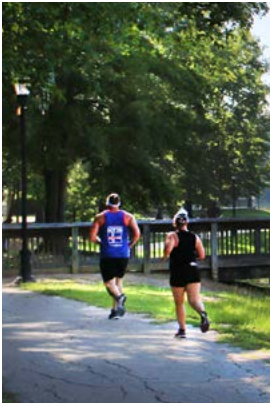
The Human Resources Department has a general budget of \$2.3M, a \$1.4M wellness fund, and 19 full-time positions (FTEs). The department's purview includes administration of the county personnel ordinance and oversight of benefits, classification and compensation, compliance, recruitment, employee relations, and DEI. While the county's human resources functions are centralized, departments maintain some autonomy over day-to-day personnel matters.

KEY ISSUES & PROJECTS

Priorities for the next Human Resources Director include:

- **Recruitment & Retention** - Like many employers, Chatham County has faced challenges with attracting and retaining employees, and the new Director will need to apply forward thinking and unconventional talent management approaches in a highly competitive local economy.
- **Technological Improvements** - The County will implement NeoGov starting in August, and the next Director will be expected to help the department navigate that transition as well as identify other technological and operational enhancement opportunities.
- **Diversity, Equity, & Inclusion** - Following the upcoming appointment of a DEI Administrator in the department, the Director will be tasked with managing the implementation of a new DEI program for the organization.
- **Employee Health Center** - The next Director will oversee the renovations and transfer of the Employee Health Center to a new location in addition to coordinating the re-solicitation of a vendor to operate the center.
- **Staffing** - The Director will be expected to support the staffing of two new County facilities expected to come online in the near future, as well as the possible transition of Fire and EMS services to County operations.





IDEAL CANDIDATE

Successful candidates will demonstrate a strong grasp of all HR subspecialties; the ability to gain credibility with elected officials and fellow department directors; the ability to problem solve creatively and collaboratively; good judgment and critical thinking; and a focus on maintaining a modern, responsive human resources department. Additionally, they will demonstrate a commitment to equity and inclusion and pride themselves in cultivating a caring, people-centered culture.

Qualifications include a Master's degree in Business, Public Administration, or a related field and ten (10) years of professional experience in human resource management, at least five (5) years of which was at the managerial level; or any combination of experience and training which provides the equivalent scope of knowledge, skills, and abilities necessary to perform the work. SHRM, IPMA, or HRCI certification are preferred but not required. Considerable knowledge of employment laws, regulations, and compliance standards as well as familiarity with current human resources trends and practices is required.

COMPENSATION & BENEFITS

The salary range for this position is \$135,086-\$222,892 (midpoint \$178,988). Chatham County offers a competitive benefits package that includes health, vision, and dental coverage; access to a no-cost Employee Health Center; and life and disability insurance paid by the County. The County currently offers a defined benefit pension plan with a five-year vesting period.

HOW TO APPLY

Apply by **July 28, 2023**, at www.GovHRjobs.com with your cover letter, resume, and references to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: (847) 380-3240 x141.

Chatham County is an Equal Opportunity/Affirmative Action Employer and a Drug-Free Workplace.