



HAMPTON, VIRIGINA ASSISTANT CITY MANAGERS



HAMPTON, VIRGINIA

ASSISTANT CITY MANAGERS

COMMUNITY INFORMATION

Located on the mouth of the Chesapeake Bay, Hampton is graced with miles of shoreline and breathtaking water views. The city is literally in the heart of the Hampton Roads region and the center of the East Coast. Stroll the streets of their vibrant, waterfront community and you will quickly see what makes Hampton a beautiful place to live, work and play.

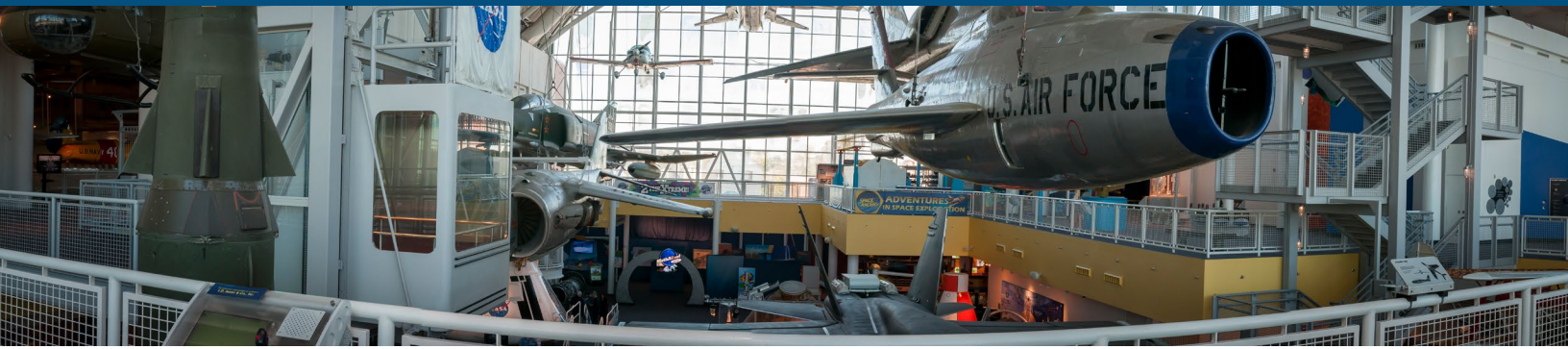
Established in 1610, Hampton is one of America's oldest cities rich in history with small-town charm. Hampton has been recognized by Money Magazine as one of the best places to live, as well as a national model for youth development and civic engagement. Hampton is a city of firsts — the first continuous English-speaking settlement was established there, America's first free public education was offered there, and NASA trained its first astronauts in Hampton.

Hampton's unique setting at the confluence of the Chesapeake Bay and the James River has positioned it at the forefront of fundamental milestones in the nation's history. The history of Hampton, a mid-size southern city, illuminates the arc of American history in an important and unique way. Hampton's history is fundamental in America's early settlement, education, war, and modern technology and innovation.

The tip of Virginia's Peninsula has been coveted for its beauty, abundance of natural resources, and favorable location. From the inception of English settlement in America, Hampton and Fort Monroe's location made it vital as a military stronghold. Point Comfort, the site of Fort Monroe, was used for strategic defense of the Chesapeake Bay beginning in the earliest days of European settlement in North America.

The city features a wide array of business and industrial enterprises, retail and residential areas, historical sites, and other points of interest, such as a NASCAR short track, the oldest Anglican parish in the Americas (1610), and a moated, six-sided, historical bastion fort.





OUTDOOR/INDOOR ACTIVITIES – QUALITY OF LIFE

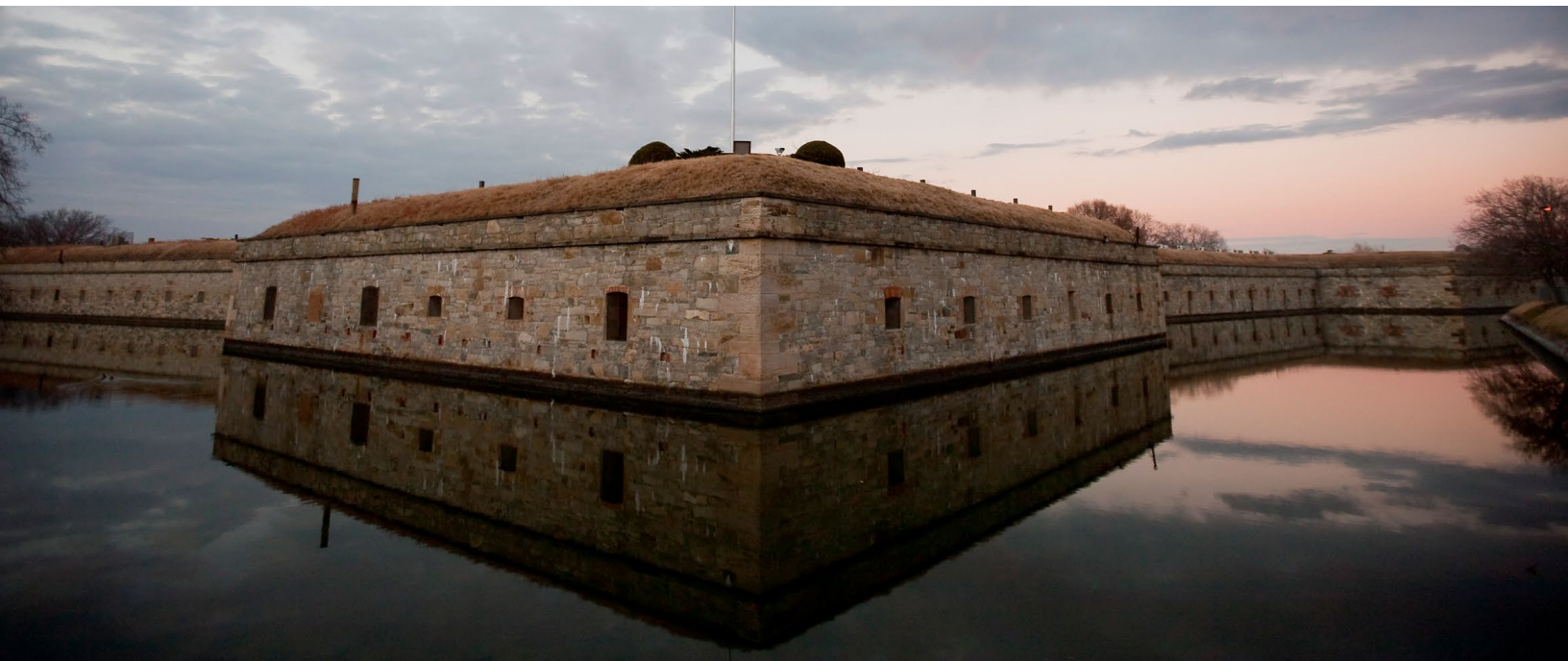
In Hampton, extraordinary pride is taken in partnering with our citizens and collaborating with a diverse array of businesses, universities, and other government entities. Hampton is home to the Hampton University Proton Therapy Institute, a state-of-the-art cancer treatment center and Sentara CarePlex, a technologically advanced facility featuring the area's first dedicated orthopedic hospital.

The Peninsula Town Center and other developments have re-established Hampton as the premier shopping, dining, and entertainment destination of Hampton Roads. Peninsula Town Center features retail, dining, entertainment, office, and residential opportunities. Other developments include The Power Plant of Hampton Roads with Bass Pro Shops Outdoor World, the Hampton Roads Convention Center, Embassy Suites hotel and new residential communities.

Hampton's neighborhoods are as diverse as they are unique with prices, styles, and sizes to meet residents' needs. Options range from beautiful waterfront properties and exquisite turn-of-the-century Victorians to new urban condominiums and convenient downtown living.

The quality of life is a breath of fresh air and one of the best kept secrets on the East Coast. A waterfront city with a mild climate, Hampton has one of the lowest crime rates in the region. The city has been named one of the most technology-advanced cities in the nation by the Center for Digital Government for 14 of the past 15 years and one of the top 20 hot spots for young professionals to live and work by Next Generation Consulting.

There is also an abundance of things to see and do in Hampton. The city has a vibrant arts community, distinctive festivals, signature events and cultural attractions that include the Fort Monroe National Monument, Virginia Air, Space and Science Center, Hampton History Museum, Hampton Coliseum, The American Theatre, harbor tours, and more!



DEMOGRAPHICS/EDUCATIONAL OPPORTUNITIES

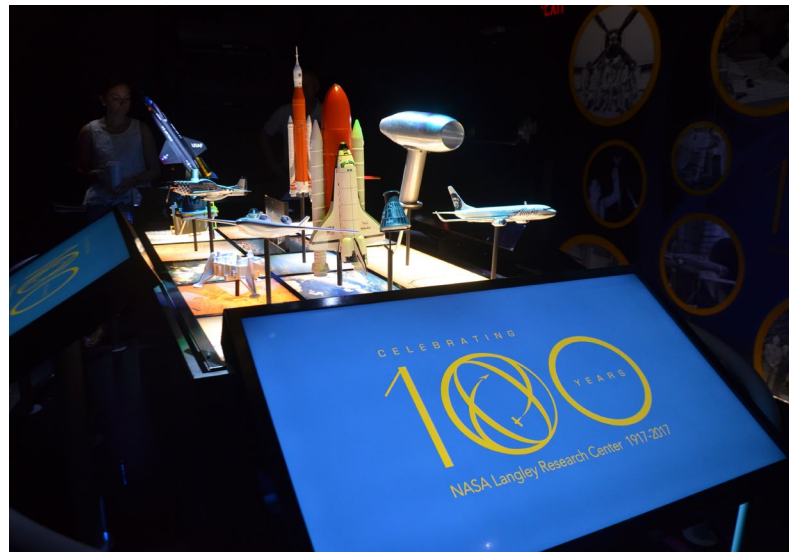
The population is estimated at just over 134,500 with a median household income of \$56,287. The community is racially diverse with demographics reported at 51.3% African American, 41.2% white, and the remainder made up of small percentages of bi-racial, Asian, American Indian and Hispanic households. The school population is less balanced than the city at large with racial demographics reported at 60.3% African American, 21.7% white, 6.9% Hispanic, 8.8% bi- or multi-racial, 1.7% Asian and .3% American Indian and Hawaiian/Pacific Islander.

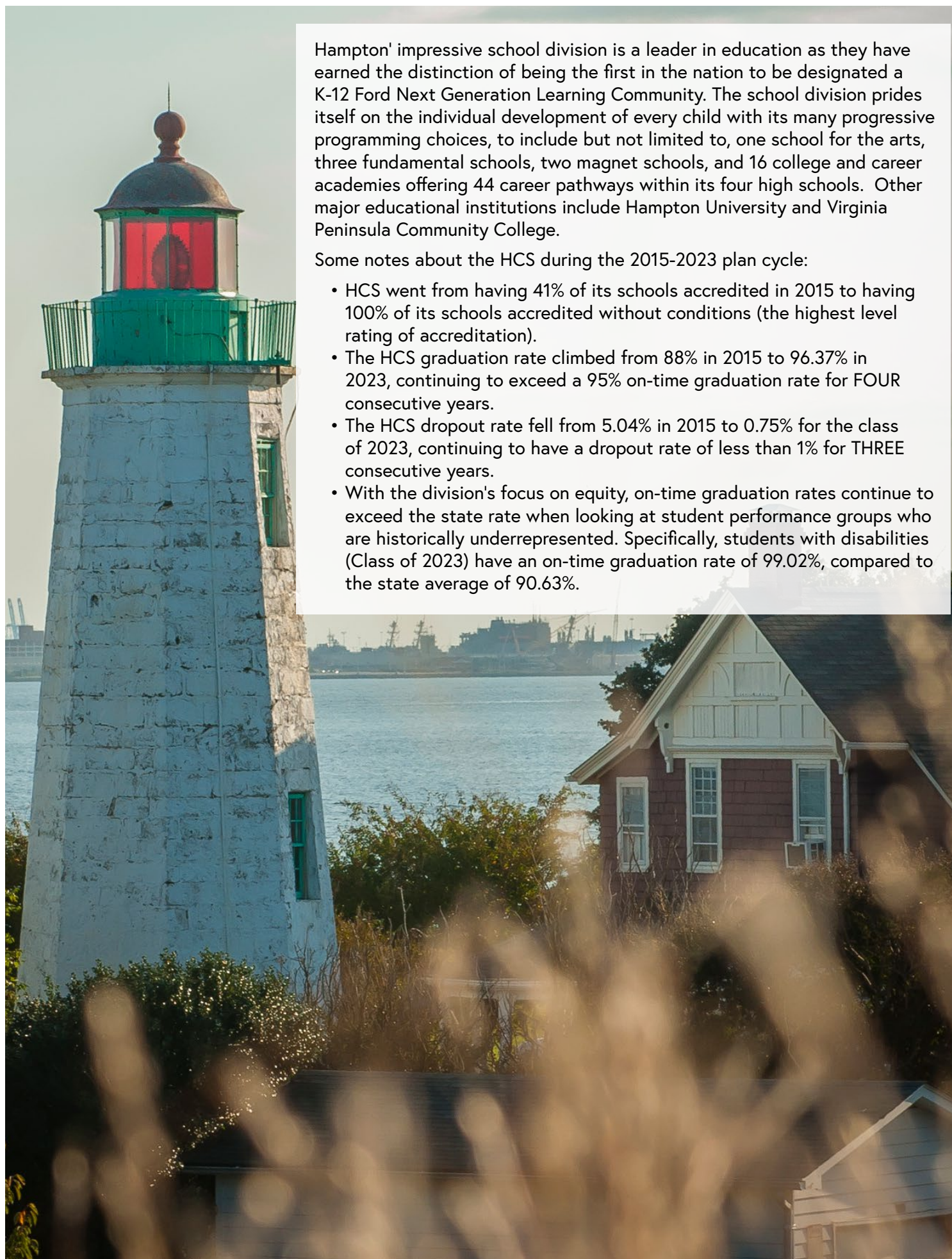
In 1634, colonist Benjamin Syms bequeathed land, cattle, and tools for starting America's first "free school" to educate local children at reduced or no cost. Hampton City Schools continues to benefit from the proceeds of the bequest and is America's oldest educational institution.

After the end of the American Civil War, historic Hampton University was established opposite from the town on the Hampton River, providing an education for many newly freed former slaves and for area Native Americans. In the 20th century, Hampton became the home to Langley Air Force Base, NASA Langley Research Center, and the Virginia Air, Space and Science Center. Hampton features many miles of waterfront and beaches.

Hampton City Schools (HCS) is recognized as a Ford Next Generation Learning (NGL) site, the first in the Commonwealth of Virginia and the 23rd in the United States. the 14th largest school division in the Commonwealth of Virginia, with over 19,500 students enrolled in:

- **1 Early Childhood Center**
- **18 Elementary Schools K-5** (including 1 magnet, 2 fundamental schools and 1 school for the arts)
- **1 Gifted Center (3-8)**
- **2 PK-8 Schools** (designed with three major learning centers: PK-2, 3-5, 6-8 and established choice programs in Science, Technology, Engineering & Math (STEM) and Biotechnology/Medical Arts)
- **5 Middle Schools** (including 1 fundamental and 1 magnet)
- **4 High schools** (including 16 career academies with 44 career pathways)
- **1 Non-Traditional Campus** (including an alternative school, an eLearning Center, an Adult Education program, and a GED testing center)





Hampton' impressive school division is a leader in education as they have earned the distinction of being the first in the nation to be designated a K-12 Ford Next Generation Learning Community. The school division prides itself on the individual development of every child with its many progressive programming choices, to include but not limited to, one school for the arts, three fundamental schools, two magnet schools, and 16 college and career academies offering 44 career pathways within its four high schools. Other major educational institutions include Hampton University and Virginia Peninsula Community College.

Some notes about the HCS during the 2015-2023 plan cycle:

- HCS went from having 41% of its schools accredited in 2015 to having 100% of its schools accredited without conditions (the highest level rating of accreditation).
- The HCS graduation rate climbed from 88% in 2015 to 96.37% in 2023, continuing to exceed a 95% on-time graduation rate for FOUR consecutive years.
- The HCS dropout rate fell from 5.04% in 2015 to 0.75% for the class of 2023, continuing to have a dropout rate of less than 1% for THREE consecutive years.
- With the division's focus on equity, on-time graduation rates continue to exceed the state rate when looking at student performance groups who are historically underrepresented. Specifically, students with disabilities (Class of 2023) have an on-time graduation rate of 99.02%, compared to the state average of 90.63%.



CITY OF HAMPTON

Hampton is an independent, full-service City with sole local government taxing authority within its boundaries. It is empowered by state statute to levy property taxes on real and personal property located within its boundaries. The governing body of the City is an elected City Council composed of a mayor and six (6) council members. The Mayor and City Council members are elected for four (4) year terms in general elections held every two (2) years. The City Council appoints the City Manager who acts as the Chief Administrative Officer of the government. The City Manager serves at the pleasure of the Council and is charged with the responsibility of conducting their policies, directing business procedures, and appointing and removing all department heads and city employees.

As a full-service city, Hampton provides a broad range of municipal services to its citizens. Those services include public safety, education, public works, refuse-collection, recreation, building inspection, public health, social services, planning, community development, etc. The City of Hampton and its citizens purchase their water and sewer service directly from Newport News Waterworks and Hampton Roads Sanitation District, respectively.

Hampton is a fiscally conservative driven community placing value on keeping the financial stability of the community at the forefront of their capital planning and growth. They are a value-driven organization dedicated to responsive, respectful, and courteous customer service.





THE POSITION

The Assistant City Managers are appointed by and serve at the pleasure of the City Manager. The Assistant City Managers are trusted advisors to the City Manager and responsible for leading the City's Business Teams, including Economic Vitality and Neighborhoods, Excellence in Government, Infrastructure, Leisure Services, Public Safety, and Youth and Families.

EXAMPLES OF WORK:

- Provides leadership and strategic direction to all City employees.
- Represents City Manager/City of Hampton interests at meetings, on boards and committees, etc.
- Oversees financial planning and budgeting.
- Empowers all levels of staff to be proactive and participatory.
- Promotes, encourages and leads collaboratively in seeking new ways to share resources, best practices and ideas in order to optimize service delivery organization wide.
- Works to resolve interdepartmental issues as necessary.
- Responds to inquiries from City Council, employees and the general public.
- Creates effective links and relationships with the media, community groups and various constituencies.
- Serves as a hearing officer for employee grievances.
- Develops and recommends policies, procedures and programs.
- Manages special projects.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Graduation from an accredited college or university with a Bachelor's Degree in Political Science, Government, Public Administration, Business Administration, or a closely related field. A Master's degree in a related field is preferred.
- At least eight (8) years executive level management and supervisory experience as an assistant city or county manager or administrator, or as a department director.
- Requires a proven track record in setting and achieving strategic goals; demonstrating leadership in support of organizational mission and values; working collaboratively with diverse customers to deliver effective solutions with a keen commitment to excellent customer service.
- Extensive knowledge of financial and budget management and the principles and practices of public administration, leadership and supervision.
- Skills in interpersonal relations, analytical problem solving, effective decision making and negotiation, facilitation and effective presentations.
- Ability to formulate strategies and make organizational and resource decision which are consistent with the goals and objectives established by the City Council and the City Manager and to implement those decisions into an efficient program delivery system.
- Ability to respond effectively to the most sensitive inquiries and/or complaints; ability to embrace diversity by fostering and maintaining effective working relationships with all customers.
- Ability to prioritize and manage multiple projects simultaneously and effectively.
- Ability to gather, organize, examine and evaluate data and/or information and to recommend action based on that analysis.
- Ability to plan and implement complex projects.

An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered.





COMPENSATION

The salary will be based on the candidate's qualifications and experience. The city offers a comprehensive benefits package, including health, dental, pension, and more. The successful candidate is required to reside within the Hampton City limits within twelve (12) months of assuming the position and must continue to do so for the tenure of the position.

HOW TO APPLY:

Apply online at www.GovHRjobs.com with a cover letter, resume, and contact information for at least five (5) professional references by April 19, 2024 to the attention of W. Lane Bailey, Senior Vice President, GovHR USA, 630 Dundee Road, Suite 2250, Northbrook, IL 60062. Tel: 847-380-3240, EXT 120.

The City of Hampton, VA is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply.

