



ADAMS COUNTY
COLORADO



**DIRECTOR OF PEOPLE
AND CULTURE SERVICES**
ADAMS COUNTY, COLORADO

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 **MGT**

DIRECTOR OF PEOPLE AND CULTURE SERVICES

ADAMS COUNTY, COLORADO

POSITION SUMMARY

Adams County, CO (pop. 527,575) is a progressive organization located in the Denver Metro area with 2700 employees. This dynamic, fast-growing county offers extensive recreational, cultural, and economic opportunities to residents and businesses. This is an exceptional opportunity for a highly skilled, proven strategic and impactful HR professional to lead a talented 35-person team in their efforts to support a "best in class" people, culture, and HR operational strategy. The next Director will be instrumental in establishing a vision and partnering with highly skilled professionals in the areas of Recruitment, Learning and Development, Benefits, Employee Relations, and Compensation in their efforts to attract and develop a diverse and inclusive work culture, and build positive employment experiences for staff across the agency. The Director will offer strategic level expertise and serve as a resource to agency leadership and partners. The Director reports to the Deputy County Administrator and acts as a thought leader with the Executive Leadership Team (ELT), Senior Leadership Team (SLT), and Board of County Commissioners to help carry out the mission, vision, and goals of Adams County. Adam County is an employer of choice and is committed to a workplace of mutual respect as a part of its operations. At Adams County, our team members engage in top-notch opportunities to grow and expand their impact. We cultivate an inclusive and innovative culture where diversity matters.

2024 DEMOGRAPHICS SNAPSHOT

*Based on 2022 US Census data

527,509 Population Census Estimate; 196,598 households

1,166 Square miles (North to South 17 miles; East to West 72 miles)

\$86,297 Median Household Income

34.4 Median Age

84.8% High school diploma; 27.2% bachelor's degree

\$425,000 Median Value of owner-occupied homes



THE COUNTY

Adams County is a prime location in the Denver metro area; it spans 1,200 square miles and is home to suburban as well as rural communities. The local transportation network offers easy access to all major highways and air travel. There is a wide range of housing choices and affordable living for individuals and families with an average commute time of 30 minutes. As one of the national leaders in new job growth, it is clear why industry and business thrive in Adams County. Major industries in Adams County include aerospace, aviation, bio/life companies, food/agribusiness, and manufacturing.

Adams County was established in 1902 when voters approved separating from Arapahoe County and creation of this new government. In 1950, the population was estimated to be 40,234 and today, it is approaching 528,000 residents with a projected population of 708,646 in 2040. It is considered one of the fastest growing counties in the US. While many areas of Adams County have experienced significant growth over this time, the eastern portion of the county remains largely rural with wide open spaces where land and sky meet.

The county offers many opportunities to its residents and a superior quality of life. To learn more about Adams County, [click here](#).

COUNTY ORGANIZATION

Adams County operates under a 5-member board in which each member is elected at-large. Adams County converted to the board/manager form of government in 2012; a new County Manager was appointed in 2022. The County Manager is charged with transforming the County operations, addressing transparency, professionalism and modern management concepts, principles, strategies, practices, and techniques.

Elected officials in addition to the County Board include the Assessor, Clerk and Recorder, Coroner, District Attorney, Sheriff, Surveyor, and the Treasurer and Public Trustee. These key partners are supported in their service provision by the operating departments of the county including support for human resources, information technology, communications, and finance. These elected officials use the services, in whole or part, of the County support functions including People and Culture, and Information Technology and Innovation.





ABOUT PEOPLE AND CULTURE

The People and Culture Services Director will provide strategic leadership through collaboration and planning to raise the employee experience. The 35-person team includes a Learning and Development Coordinator, Administrative Coordinator, Employee Relations Manager, Benefits Manager, Diversity and Inclusion Administrator, Talent Acquisition Manager, Learning and Development Manager, Compensation and HRIS Management and Employee Relations Manager. The team is focused on aligning the organizational vision and mission in their efforts to support and sustain a culture that maximizes individual potential and supports their professional development. This position reports to the [Deputy County Manager](#) who oversees Animal Control, Colorado Air and Space Port, Human Services, Information Technology and Innovation, and the Strategic Initiatives Team.

The 2024 Adams County budget is \$821.5 million; personnel services is \$337.2 million. There are multiple county facilities offering services to residents and housing over 2,300 full time employees in their efforts to provide vital public services. Many of the People and Culture employees are officed in these offsite locations. There is currently one labor agreement with AFSCME representing Human Services employees; the unit has approximately 900 members.

OUR MISSION

Creating Trusted Partnerships through
Guidance and Service

RESPONSIBILITIES & SERVICES

People Services ensures effective selection, development, and retention of the county's workforce. This includes recruitment, testing and selection, salary and benefit administration and policy and procedure development. The department provides these additional services:

- Compliance with federal and state employment guidelines
- Employee relations
- Recognition and incentive programs
- Safety and property and liability claims management
- Training and organizational development
- Workers' compensation

OPPORTUNITIES AND INITIATIVES

- Own and provide exemplary leadership and management of people strategy and operations, HR initiatives and services, and employee engagement.
- Lead efforts to implement and oversee all HR technology initiatives including the consideration of new systems and streamlining workflow processes to maximize operational efficiency and capacity to support growth and expansion of the organization. Assist in building the foundations of a strong, data-driven, people centered organization that integrates people analytics and data to guide and support recommendations.
- Lead and champion the transformation of the County's organizational culture, ensuring organizational alignment with values through effective programs and internal communications that inspire commitment to the County's mission, core work and diversity, equity and inclusion goals.
- Collaborate with the Executive Leadership Team, Senior Leadership team, and Board of County Commissioners to foster a culture of learning, continuous feedback, and career progression by offering employee engagement and training.
- Ensure that the County's compensation, benefits, and total rewards program align with the goals, budget considerations, market competition and employee priorities.
- Partner and build trust with all stakeholders including elected officials and others in the leadership team, people managers and employees across the layers of the organization; be an active listener, politically savvy and effective in problem solving suggesting strategies and interventions to guide resolutions to employee relations concerns.





IDEAL CANDIDATE QUALITIES

- A visionary who will set the tone and champion the department as they transition from a more transactional operation to one who partners to address and resolve employee relations issues and support a positive employee experience.
- Knowledgeable with demonstrated experience in building high performing teams; a command of employment law, compliance and regulatory standards and the technology supporting people operations. Demonstrate a track record in establishing and maintaining a positive labor/management relationship.
- A collaborator who demonstrates success working across the organization to implement programs and deliver initiatives and training to support the organizational culture. An individual who values and recognizes the need to establish strong relationships.
- Strategic in their efforts to collaborate with senior leadership establishing a culture of positive employee workplace experiences and engagement offerings.
- Innovative and will act as a thought leader in their efforts to seek out and implement best practices, ensuring continuous improvement and the introduction of systems and processes to support People and Culture operations as they partner with departments and agencies in their service delivery.
- Welcoming and supportive of all modeling approachable and highly responsive customer service cultivating a workplace that effectively engages employees and fosters positive and harmonious working relationships.

CANDIDATE MUST HAVES

- Experience: Five to seven years of progressively responsible managerial/leadership experience in a public or private organization. Preferred experience in local government administration including Human Resources, Organizational Development, Talent Management and/or Organizational Culture. Extensive experience in human resources and organizational development is highly desirable.
- Education and Training: Bachelor's degree in public administration, business administration or related field. A master's degree in public administration, business administration or a related field is highly preferred.
- Background Check: Must pass a criminal (CBI) background check.

OUTSTANDING COMPENSATION AND BENEFIT PROGRAM

Candidates will enjoy an excellent [total rewards program](#) including unique and employee centric workplace benefits and an attractive salary range \$141,691-\$210,270 depending on qualifications and experience. All applicants shall submit resume, cover letter, and contact information for five professional references electronically no later than May 28, 2024, to GovHRjobs.com. Questions should be directed to the attention of krush@govhursa.com.