



DIRECTOR OF HUMAN RESOURCES BOARD OF COUNTY COMMISSIONERS ALACHUA COUNTY, FLORIDA

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THE POSITION IN BRIEF

Alachua County, FL seeks a talented human resources leader to serve as its next Director of Human Resources. The Director manages personnel services for a workforce where 22% of employees are subject to collective bargaining agreements. As such, the Director also serves as the chief labor negotiator with the county's two collective bargaining units. The successful candidate will possess comprehensive human resource management experience and be comfortable leading a hybrid and remote workforce.

THE COUNTY

With a population of 289,900, Alachua is the most populous county in North Central Florida. It is part of the Gainesville Metropolitan Statistical Area (MSA), which includes Gilchrist and Levy counties and has a total population of approximately 350,000. Alachua County is two hours south of the state capital, two hours north of Orlando, and one hour southwest of Jacksonville. The county is easily accessible via Interstate 75, and the Gainesville Regional Airport offers daily flights to major cities including Atlanta, Dallas-Fort Worth, and Miami.

The entire county is served by Alachua County Public Schools. The area is best known for the University of Florida and the NCAA Division I Florida Gators football team, which drives most economic activity in the region. The area is also home to Santa Fe College. Residents and visitors enjoy a range of entertainment and leisure opportunities, including nationally renowned arts and music festivals, museums, and sports and performing arts venues.



DEMOGRAPHICS & RELATED DATA

(Source: U.S. Census Bureau)

Median Age **32.2 years**

Median Household Income **\$59,659**

Median Home Value **\$266,800**

Race/Ethnicity

69.8% White alone;
20.2% Black/African American alone;
6.4% Asian alone;
12.6% Hispanic/Latino

Educational Attainment

94.2% High school diploma
47.7% Bachelor's degree



THE COUNTY ORGANIZATION

Alachua County operates under the Commission-Manager form of government, led by a Board of County Commissioners (BOCC) whose five members are elected from single-member districts. The County Manager is appointed by the Board of County Commissioners to provide professional guidance and support to the Board, implement Board policies, and provide administrative oversight of county government operations.

Alachua County has an approved FY2024 total budget of \$866.9M and approximately 1,200 full-time equivalent (FTE) positions under the County Manager's purview, delivering local services such as public works, animal services, parks, emergency management, and fire rescue. The County's budget includes funding for the courts, Sheriff, Supervisor of Elections, Library District, Tax Collector, and other independently elected or appointed functions.

VISION

Alachua County is committed to responsible stewardship of the resources entrusted to us by our citizens, realizing that our natural and human resources are our most valuable assets. Furthermore, Alachua County is dedicated to be transparent and responsive, creating an atmosphere of trust with the citizens we serve.

MISSION

Alachua County's mission is to provide responsive service to citizens and responsible stewardship of county resources for current and future generations.

In 2023, the Board of County Commissioners adopted the [Alachua County Strategic Guide](#):

GUIDING PRINCIPLES

- Address the root cause of issues and inequities
- Utilize a collaborative approach where we seek to hear from all the voices, consider other points of view, and coordinate and leverage relationships to get more done than we could on our own
- Continue to provide mandated services and discretionary services expected by our constituents in a transparent, accountable, efficient and effective manner

STRATEGIC GOALS

- Achieve Social and Economic Opportunity for All
- Provide for the Welfare and Protection of the Public
- Equitable and Resilient Community
- Address the Housing Gap
- Invest in and Protect Our Environment
- Accelerate Progress on Infrastructure

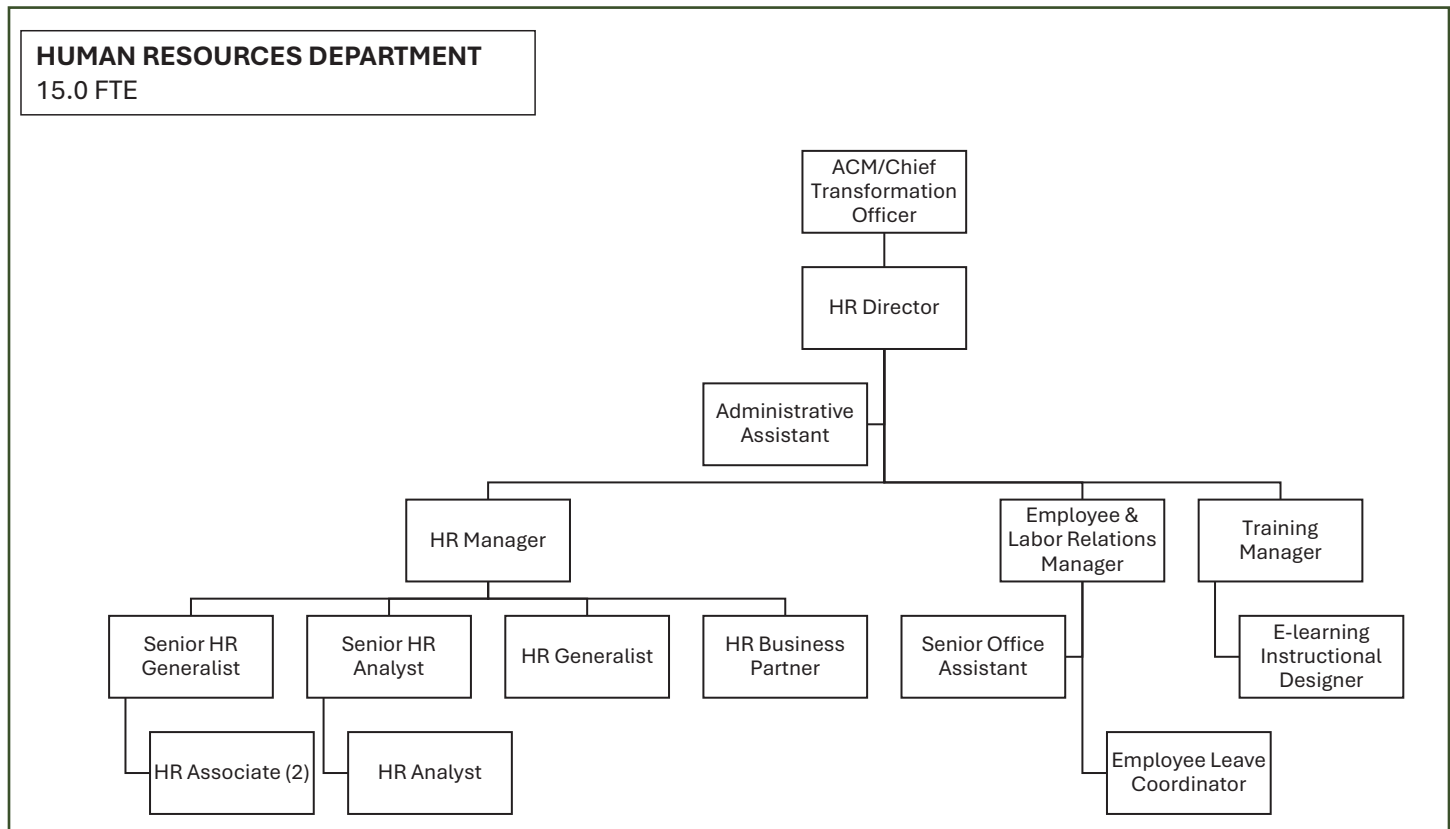




HUMAN RESOURCES DEPARTMENT

The Human Resources Department has a budget of \$2.5M and 15 full-time equivalent (FTE) positions. In addition to serving the departments under the purview of the Board of County Commissioners, the HR Department also provides personnel services to the Supervisor of Elections, the Alachua County Library District, and the Gainesville/Alachua County Metropolitan Transportation Planning Organization (MTPO).

Major priorities for the incoming Director will include the completion of a countywide classification and compensation study and the implementation of a new HRIS, both of which are starting imminently.



IDEAL CANDIDATE

The ideal candidate is a collaborative, outcome-focused leader with strong management competencies. While broad knowledge of personnel management is a necessity, this position is well suited for a rising human resources professional for whom a department director role is the next step in their career. Candidates with prior local government experience and experience working with public sector labor unions will receive highest consideration.

QUALIFICATIONS

Bachelor's degree in business administration, public administration, human resources management, industrial psychology, labor/industrial relations, or a related field and five (5) years of progressively responsible human resources management experience of which two (2) years must be supervisory and must include negotiating collective bargaining agreements with unions. 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 hiring range for the position is \$100,000-\$140,000, and the county has a flexible hybrid and remote work policy. Alachua County offers a robust and progressive benefits package, including an Employee Health & Wellness Center which provides services to employees, retirees, and dependents enrolled in the county's health insurance plan. Services include primary care, urgent care, and wellness services at no cost.

All employees participate in the Florida Retirement System (FRS) with a required 3% contribution which the county matches. Employees can elect the FRS Investment Plan with a one-year vesting schedule or the FRS Pension Plan with an eight-year vesting schedule. The county also offers elective Deferred Compensation (457) and ROTH IRA plans.

HOW TO APPLY

Apply at www.GovHRjobs.com with a cover letter, resume, and contact information for five professional references by May 21, 2025. Confidential inquiries may be directed to Dele Lowman, MGT Senior Consultant, at (847) 380-3240 x141.