



HAMPTON, VIRGINIA

DEPUTY DIRECTOR OF
COMMUNITY DEVELOPMENT



EXECUTIVE RECRUITMENT



COMMUNITY INFORMATION

HAMPTON, VIRGINIA (Population: 134,510) 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, slavery, 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 a NASCAR short track, the oldest Anglican parish in the Americas (1610), and a moated, six-sided, historical bastion fort.

Today, the people who call Hampton home are shaped by the town's storied history. The local population includes descendants of original English settlers and African American slaves, northerners who came to Hampton to invest in its natural resources after the Civil War and founded its quintessential seafood industries, southerners with old local roots, Contraband refugees who made their way to Freedom's Fortress, and families brought here by military ties to Fort Monroe and Langley Air Force Base. Its natural setting continues to attract visitors, military families and retirees, and locals alike.



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 and Space Center, Hampton History Museum, Hampton Coliseum, The American Theatre, harbor tours, cruises and more! (Somewhere in this section we should mention the Hampton Coliseum)

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.² 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 and Space Center. Hampton features many miles of waterfront and beaches.

Hampton City Schools is the 14th largest school division in the Commonwealth of Virginia, with over 19,200 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 over 40 career pathways)
- **1 Non-Traditional Campus** (including an alternative school, an eLearning Center, an Adult Education program, and a GED testing center)

Hampton's impressive school division is a region leader in National Board-Certified teachers, and the school's parent approval rating has been nearly 10% above the national average. The school division prides itself on the individual development of every child with its many progressive programming choices offered to parents and students. Other educational institutions include Hampton University and Thomas Nelson Community College.

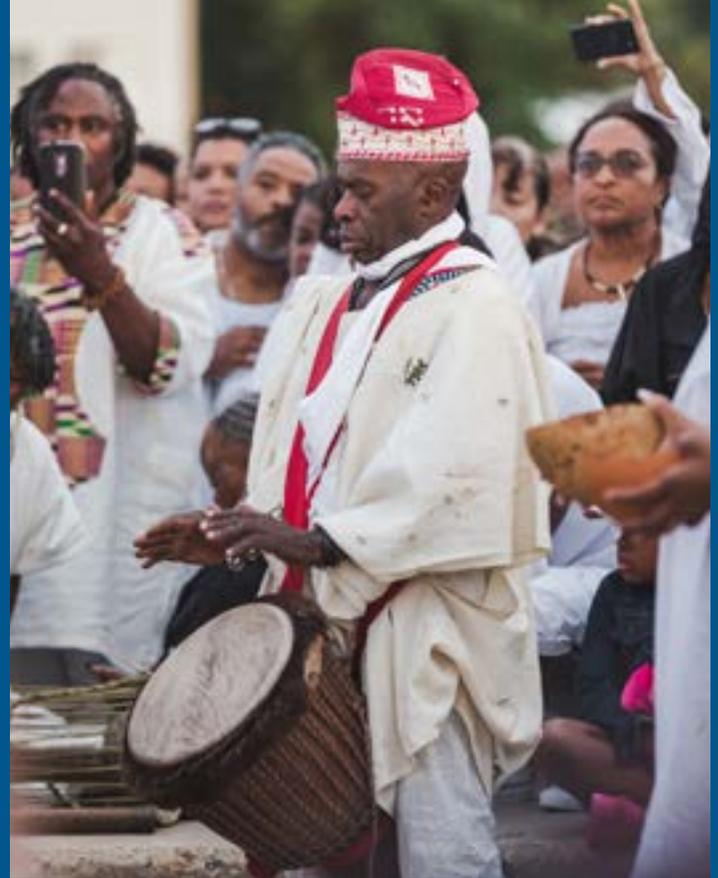
Some notes about the Hampton City Schools (HCS) during the 2015-2021 plan cycle:

- HCS went from having 40% of its schools accredited to having 100% of its schools accredited without conditions.
- The HCS graduation rate climbed from 88.2% in 2015 to 96.86% in 2021* (*based on current calculations; official data will be released by VDOE on September 30, 2021).
- The HCS graduation and completion rate rose from 90.9% in 2015 to 98.31% in 2021*.
- The HCS dropout rate fell from 5.04% in 2015 to 0.34% in 2021*.
- The HCS graduation rate for students with disabilities rose from 83.71% in 2015 to 99.03% in 2021*.

HAMPTON CITY GOVERNMENT/ COMMUNITY DEVELOPMENT DEPARTMENT

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 Executive Officer of the government. The City Manager serves at the pleasure of the Council and is charged with the responsibility of carrying out 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 budget for 2020-2021 including all non-prorietary funds is about \$97 million with a general fund budget of around \$67.7 million. The city budgets for 525 FTE employees; currently filled at 514.

The Community Development Department is comprised of following divisions: Planning and Zoning; Housing and Neighborhoods; Resilient Hampton; Development Services; Property Maintenance and Zoning Enforcement; Construction Inspections; and Support Services. This merger of various departments has taken place over the last few years creating a department that is robust and could continue to help the city expand and grow both residentially, commercially, and industrially. The 2021 operating budget for all City operations was \$357.7M with 1,865 employees. The Community Development Department contains 65 full time employees

The work of the Community Development Department is to enhance and protect the quality of life and safety of our citizens, neighborhoods and districts through orderly land use and development, protection of the natural resources and promoting building safety. They provide expertise and policy recommendations to the City Manager, City Council, Planning Commission, Neighborhood Commission, Wetlands Boards, Board of Zoning Appeals, Building Codes Board of Appeals, as well as other boards and commissions.

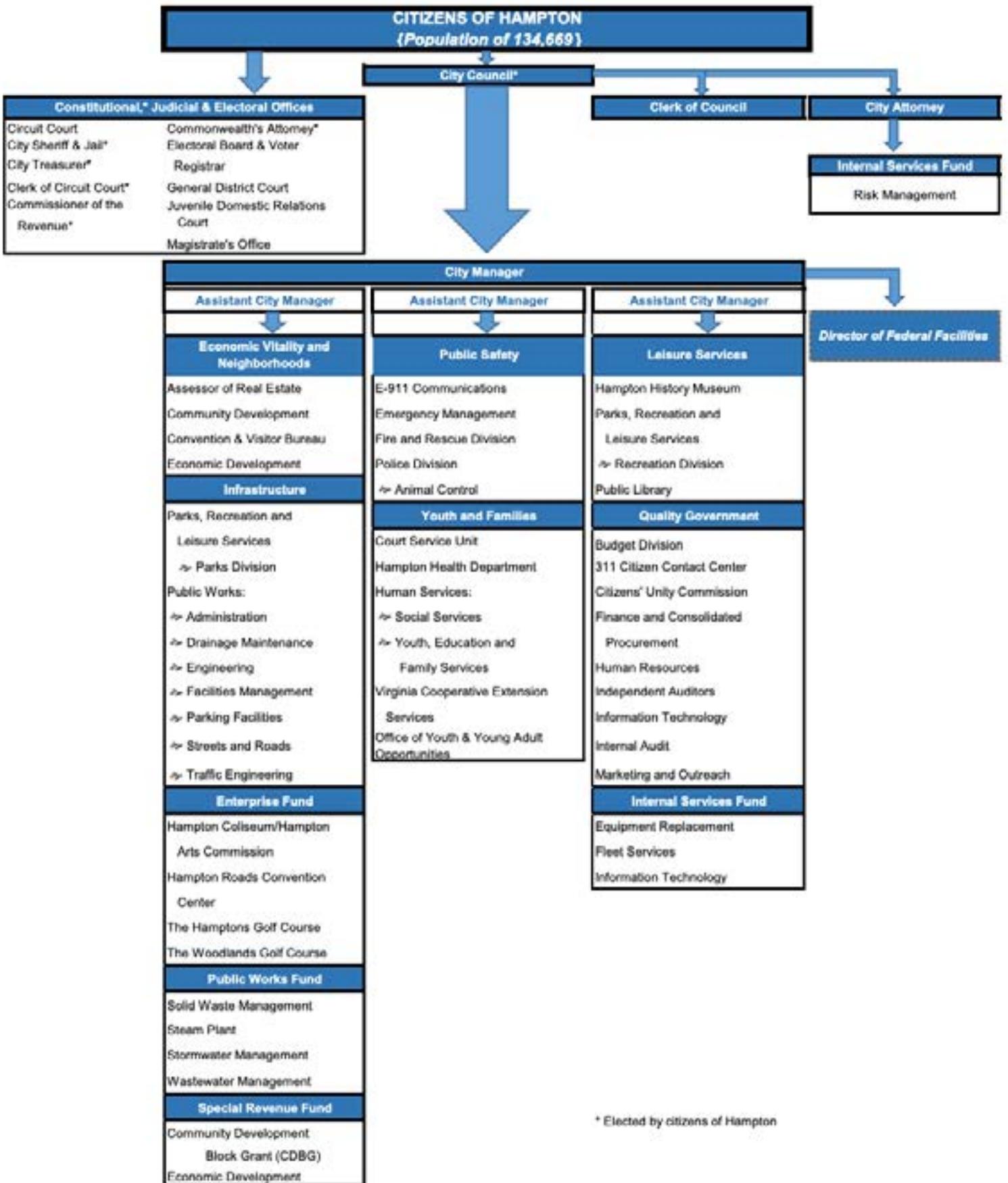
CANDIDATE QUALIFICATION CRITERIA



The City is seeking candidates who are strong leaders in development, planning and/or budget management with a proven record of providing effective leadership in a complex organization, preferably in a city, municipal organization, or another level of government of comparable size as Hampton. Ideal candidates will be able to drive innovation and move agendas forward in a multi-stakeholder environment. The successful candidate will demonstrate excellent communication skills and significant career success in building collaborative, effective relationships across divisions. Additional experience in strategic planning, budgeting and project management and complex problem solving with the ability to work effectively in a wide variety of governmental disciplines is important.

The following factors of education, experience, leadership, and management skills have been identified as ideal attributes for the Deputy Director of Community Development to possess to function effectively in the position.







HOW TO APPLY

The advertised salary range is \$95,000 to \$125,000 +/- DOQ/E and will be based on the candidate's qualifications and experience. The City offers a comprehensive benefits package, including health, dental, pension, and more. Apply online with a cover letter, resume, and contact information for at least five (5) professional references by February 11, 2022 to <https://govhrusa.com> and to the attention of Sarah McKee, 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.