VIRGINIA BEACH, VIRGINIA
CITY MANAGER

EXECUTIVE RECRUITMENT
The City
Where the Chesapeake Bay meets the Atlantic Ocean, the vibrant coastal city of Virginia Beach is home to a flourishing local culinary scene, rich history, a variety of arts and entertainment and family-friendly attractions that keeps the locals and visitors entertained year-round. Just a few minutes outside of the windswept dunes of Sandbridge, sits 23,000 acres of farmland known to Virginia Beach locals as Pungo. A drive through this expansive agricultural community delivers a rural serenity and countryside charm that feels worlds away from the bustle of the Oceanfront. From the calming Chesapeake Bay to bustling Town Center, or the eclectic ViBe creative district to the surrounding inland areas, Virginia Beach has something for everyone!

Virginia Beach, (population 450,000) is a AAA rated, independent City established in 1963 by the merger of Princess Anne County and the City of Virginia Beach. It is the largest city in Virginia and has a land area of 310 square miles, of which 50 to 60 miles are inland waterways, bays and estuaries. It is also the safest metropolitan city in the country (cities over 300,000 in population). The City is proud to be the home of NAS Oceana Naval Jet Base, Joint Expeditionary Base Little Creek/Fort Story (joint army/ navy) and Camp Pendleton (state military base for National Guard training).

The City of Virginia Beach is known for its nationally acclaimed public schools, which attracts and retains young families. It has 256 parks covering more than 4,000 acres, 7 public recreation centers and 10 public libraries.

Virginia Beach’s Diverse and Thriving Economy
Virginia Beach’s economy is diverse and growing. Smart Assets ranked the City’s GDP as one of the fastest growing in Virginia. This ranking is based on business growth, GDP, new building permits and federal funding. Its primary sectors include manufacturing, defense, professional services, maritime and logistics, information technology and tourism.

The MSA is home to the largest active-duty military population in the U.S., as well as 9 major military installations representing all branches of the U.S. Armed Forces. Private industry support for the area’s defense operations plays a major role in the local economy, creating thousands of jobs and leading significant innovations in new technologies for both military and private sector applications.

With its strategic location in the heart of the mid-Atlantic, Virginia Beach is well-positioned for manufacturers looking to import, export or ship their goods both domestically and internationally. Our strategic location combined with local incentives and workforce will continue to support the industry’s growth.

One of the city’s primary business districts includes Town Center. The 25-acre development spans 17 city blocks and includes more than 800,000 square feet of Class A office space and more than 700,000 square feet of upscale retail, dining and business-class hotels. Today, Town Center is generating more than $8 million a year in business taxes, which include business license, business property, trustee and general sales taxes. This project is an excellent example of a successful public-private partnership.

In addition to the city’s strong business industries, Virginia Beach has a thriving tourism industry with its Oceanfront and beautiful beaches. The resort area provides vacationers with a wide variety and activities including Virginia Aquarium and Marine Science Center, skate parks, and annual festivals. Popular events include “Something in the Water,” which is a three-day music festival organized by Pharrell Williams, the East Coast Surfing Championships, and the annual Neptune Festival and Boardwalk celebration.
Virginia Beach, VA—City Manager

Below are several recent projects of note:

- Global Technical Systems (GTS) is a family-owned small business founded in Virginia Beach in 1997. The company announced plans to construct a 630,000-sf advanced manufacturing center to produce and distribute 100% green energy storage systems using advanced composites and engineering technologies. It will invest $54 million and create 1,100 well-paid 21st-century jobs.

- The Atlantic Park development was approved by the City in November 2019 with the goal of making the Oceanfront area a year-round destination. A ten-acre site, the development will include retail, multi family housing, a surf park and a 3500-seat music venue.

- The Virginia Beach Sports Center is 285,000 square feet with 12 basketball courts, 24 volleyball courts, a 200 meter, hydraulically banked track, and seating for 5,000 spectators. This this will significantly add to Virginia Beach’s reputation as a Recreation Center for all ages.

- The city has a new and growing “Digital Port.” The Marea cable from Spain, and the Brusa cable from Brazil recently landed in Virginia Beach. Data Centers are being attracted to areas surrounding the landing station.

### Demographics

<table>
<thead>
<tr>
<th>Average Age:</th>
<th>Median Home Value:</th>
<th>Median Household Income:</th>
<th>Average Household Income:</th>
<th>Residents w/ Bachelor’s Degree or Higher:</th>
</tr>
</thead>
<tbody>
<tr>
<td>36.6</td>
<td>$261,400</td>
<td>$66,215</td>
<td>$84,691</td>
<td>33.7%</td>
</tr>
</tbody>
</table>

### Community Demographics

- White: 68.9%
- African-American: 19.3%
- Hispanic or Latino (of any race): 7.7%
- Asian/Pacific Islander: 6.6%
- Two or More Races: 4.4%
- Other: 2.2%

### Things to know and love about Virginia Beach

- One of the 10 Best Cities to Live In – Wallet Hub
- AAA Bond rating from all three bond rating agencies (9 straight years)
- One of Safest Cities in America – Wallet Hub (December 2019)
- One of America’s Most Literate Cities – The Huffington Post/CCSU
- Best Large City for Veterans to Live – USA Today
- One of the Best Places to Own a Home – Porch.com
- Fifth Best City for Outdoor Enthusiasts – Smart Asset.com
- The Most Technologically Advanced City of Its Size in America – The Center for Digital Government
- Ranked #1 Caring Cities in America – WalletHub (December 2019)
- Virginia Beach in the top 10 of mid-sized cities with best Economic Growth
Virginia Beach, VA—City Manager

Position in Brief
The City Manager is appointed by the Mayor and City Council and is responsible for the appointment of all department heads and the development and administration of a $2 billion annual budget of which approximately one half is for the schools. Virginia Beach is a full service, independent city with over 7000 full and part-time employees. The next City Manager will be expected to be a highly engaged leader working with the Mayor and City Council, the City staff and the community on a wide range of current and emerging issues and projects.

The Organization
The City of Virginia Beach (www.VBgov.com) operates under the Council – Manager form of government. The City has eleven Council members and a mayor, all elected at large for staggered four-year terms. The City Council appoints the City Manager. The City has had two City Managers since 1991. The Mayor and City Council also appoint the City Attorney, City Clerk, City Auditor and City Assessor. In addition to four Deputy City Managers, the Communications Director also reports directly to the City Manager.

The City of Virginia Beach is known for its highly professional and innovative staff and is nationally recognized as one of the best managed cities in America.

Challenges & Opportunities
⇒ The City of Virginia Beach has an aging infrastructure with current need for replacement outpacing available revenues. In addition, the City has recently completed a comprehensive study on the impacts of sea level rise and the associated costs for addressing this urgent situation. Initial estimates for city-wide infrastructure plans to address this issue range between $1.7 and $3.8 billion. The next City Manager can expect to work closely with the elected officials, city staff and community in addressing this important issue and the City is considering the potential of a bond referendum to provide future funding.

⇒ Like most local governments, Virginia Beach has a workforce comprised of experienced, highly dedicated employees, many of whom are eligible for retirement. The next City Manager must be skilled in succession planning and in attracting and retaining high quality staff members to the City.

⇒ The City has exhibited fiscal responsibility reflected in its AAA bond rating. The next City Manager must continue the philosophy of fiscal responsibility while planning for necessary future infrastructure improvements and other budget challenges.

⇒ The City experienced a devastating event on May 31, 2019 when an employee fatally shot 12 people and wounded four others in a municipal building. The next City Manager can expect to work closely with the City staff significantly impacted by the tragedy.

⇒ Virginia Beach has a strong economy, but the next City Manager will be expected to continue efforts to grow and further diversify the economy with a focus on well-paying jobs. The next City Manager should also be cognizant of the needs to balance growth and affordability.

⇒ The City is in the process of installing an ERP system (Oracle/Fusion) for Finance and will need to evaluate and determine a solution for Human Resources as well. The next City Manager must be an advocate for technology and the opportunities it can bring to improve service delivery, internally and externally.

⇒ The next City Manager will be expected to balance the needs of an aging employee population with those newly entering the workforce and ensuring that the City’s compensation and benefits remain competitive with the marketplace.
The Ideal Candidate Must Have:

- A bachelor’s degree in public policy, planning, business administration or related field. A master’s degree is strongly desired.
- Ten years increasingly responsible executive level experience preferably leading a large, multi-faceted organization providing diverse services to a diverse population or customer base.
- A record of leading with integrity, fairness and transparency, with a vision for the City and a proactive, collaborative leadership style.
- A record of innovation that reduces costs and increases productivity through process improvement, technology investment and workforce development and training.
- A history of establishing a culture of customer service throughout an organization, with a desire to change the organizational culture when needed and the ability to anticipate the need for change.
- Extensive knowledge of budgeting and finance, with the ability to identify areas for efficiency and collaboration and the ability to access funding for capital infrastructure.
- Excellent communication skills and significant career success in building collaborative, effective relationships throughout the region, the community and the organization.
- Experience in strategic planning, project management and complex problem solving with the ability to work effectively in a wide variety of governmental disciplines.
- Experience in data driven decision-making with the ability to effectively analyze issues and programs.

The Ideal Candidate Will Be:

- An energetic, innovative and accomplished leader ready to take on a career opportunity of managing a premier city and organization.
- A highly collaborative, problem solving leader with the ability to work collaboratively with the Mayor and City Council and with other local government and business leaders in the region, including the military base leadership.
- Passionate about community engagement, with a true desire to work with all areas of the community on issues and projects; be accessible to residents.
- A leader of the staff in a collaborative, team-oriented manner, while ensuring accountability for the City’s strategic initiatives.
- Excellent at communicating effectively both orally and in writing, with the ability to listen as well as explain information and related plans and programs to policy makers and the public.
- Experienced in a large, complex local government that has a growing economy, fully understanding the challenges of growth.
- Able to navigate regional, state and federal processes with respect to infrastructure planning and financing.
Compensation, Benefits, and the Organization’s Culture
The City values a collaborative work environment, cultural diversity and teamwork. There is long tenure among city staff. The organization prides itself on a work ethic of conscientiousness and collaboration.

The starting salary is +/- $250,000- $270,000 +/- DOQ. Residency in the City of Virginia Beach is required. The City offers an excellent benefits package, which includes health, dental and life insurance, retirement and savings plans, holidays and Paid Time Off (PTO).

HOW TO APPLY
The recruitment for this position is being handled by GovHR USA. Candidates should apply by January 31, 2020 with resume, cover letter and contact information for five work-related references to www.GovHRUSA.com to the attention of:

Heidi Voorhees, President or Charlene Stevens, Senior Vice President
GovHRUSA
630 Dundee Road, #130, Northbrook, IL 60062
847-380-3240 (office)
847-902-4110 (mobile)

The City of Virginia Beach is an Equal Opportunity Employer.