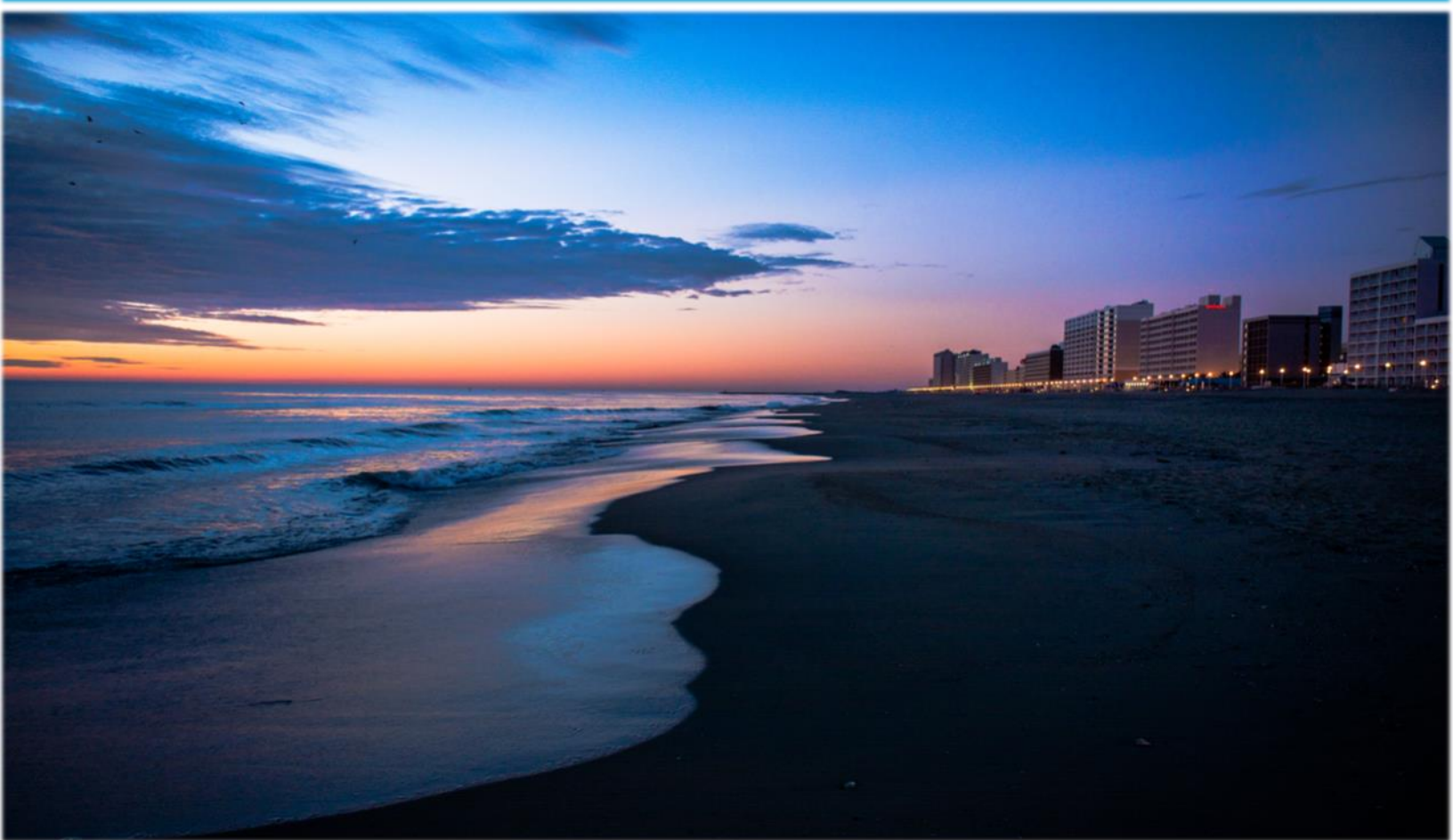




VIRGINIA BEACH, VIRGINIA

DEPUTY DIRECTOR OF HUMAN AND SOCIAL SERVICES



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 442 square miles. 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 is also the landing station for the MAREA cable, a transatlantic submarine cable built by Microsoft and Facebook. The cable which joins Europe and the United States is operated by Telxius.

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

Virginia Beach's Diverse and Thriving Economy

In addition to the City's strong ties to the defense industry, Virginia Beach has a thriving tourism industry with its Oceanfront and beautiful beaches. Vacationers have a wide variety of hotels to choose from and can also take advantage of the City's Aquarium & Marine Science Center with exhibits on ocean life including sharks, rays and sea turtles in globally themed habitats

The City's Town Center, located in the heart of Virginia Beach's Central Business District, is a thriving hub for dining, shopping and entertainment with more than 24 restaurants in a beautifully landscaped, walkable area. Residents can live, work and take advantage of the numerous amenities this area has to offer.



Demographics

Average Age: 36.6	Median Home Value: \$261,400	Median Household Income: \$66,215	Average Household Income: \$84,691	Residents w/ Bachelor's Degree or Higher: 33.7%
-----------------------------	--	---	--	--

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%
------------------------	-----------------------------------	--	--	-----------------------------------	-----------------------

Accolades

- ♦ One of the 10 Best Cities to Live In – Wallet Hub
- ♦ 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



Position in Brief

The Deputy Director is a key executive position responsible for ensuring the appropriate resources are made available to meet the social and financial needs of individuals and families in Virginia Beach. This position is an at will employee, appointed by the City Manager, and is not subject to the Virginia Beach personnel ordinance.

This position will ensure children and adults are protected from abuse and neglect through effective and proactive administration of programs including Welfare-to-Work initiatives, Temporary Assistance to Needy Families, Medicaid, Supplemental Nutrition Assistance Program (SNAP - Food Stamps), Workforce Development/ Employment and Day-Care Assistance. Please note the following about this critical position: .

- The position oversees programs in nine (9) divisions including, but not limited to, Adult and Aging, Financial Assistance, Child Welfare, Child Protective Services (CPS), Adult Protective Services (APS), Juvenile Detention, and staff at the Housing Resource Center, as well as special programs such as Fathers in Training Program, Mothers in Transition, Neighbor-to-Neighbor Mentoring Program, and Youth Intervention Team.
- The Deputy Director provides recommendations to the Director on program/ policy innovations, changes, and enhancements.
- The Deputy Director will perform strategic planning and lead and serve on organizational initiatives to support and address quality of life and public safety issues to enhance community-based programming.
- The Deputy Director will ensure federal, state and local regulations are met and appropriate accounting practices are followed in receiving federal and state reimbursements

Operating Statistics-Social Services (year end 2019)

- Number of child protective service complaints investigated and/or assessed: 1,414
- Number of households participating in the Supplemental Nutrition Assistance Program at year end: 18,560
- Number of participating households in Temporary Assistance for Needy Families Program at year end: 746
- Number of cases participating in Medicaid at year end: 41,213

Mission and Values

Mission

The mission of the Human Services Department is to provide Virginia Beach citizens the opportunity to achieve the highest level of self-sufficiency, safety, and quality of life possible through an array of coordinated services delivered in a climate of dignity, respect and accountability.

Values

Deliver a person-centered customer service experience that is responsive, flexible and meets the needs of individuals we serve.

Develop an enthusiastically engaged, well trained, highly satisfied workforce.

Hold ourselves and each other accountable to the highest standard of integrity.

Accept nothing short of excellence in our service delivery system, work environment and ourselves.

Four Pillars of Service Delivery

- **Pillar of Potential:** Service Integration
- **Pillar of Progress:** Access to Service
- **Pillar of Promise:** Communication and Community Engagement
- **Pillar of Enhancement:** Talent Acquisition and Development

More Information

City website: www.vbgov.com

[Human Services Strategic Plan](#)

[Human Services Website](#)



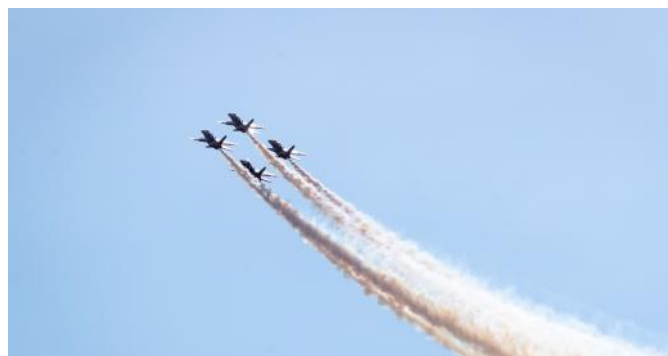


The Candidate Must Have:

- ◆ A Master's degree in public policy, human services, business administration or related field -- a combination of experience and education will be considered in lieu of an advanced degree.
- ◆ Five years increasingly responsible executive level experience preferably leading a large, complex local government operation.
- ◆ Knowledge of and be able to synthesize complex federal regulations and apply and plan accordingly
- ◆ Demonstrated experience in program development and implementation
- ◆ Demonstrated experience in child welfare and benefit programs
- ◆ Demonstrated experience with structured decision-making, family partnerships meetings and system transformation.
- ◆ Experience in data driven decision making with the ability to effectively analyze issues and programs.
- ◆ A record of providing clear expectations, promoting employee problem solving, offering guidance where needed, and recognizing efforts toward common goals.
- ◆ Facilitate diversity, inclusion, continuous learning, and a constructive work environment for all employees.

The Ideal Candidate Will Be:

- ◆ A highly collaborative, relationship builder able to form strategic partnerships within and external to the organization
- ◆ Dedicated to and shows experience in servant leadership
- ◆ Experienced in leading regional or statewide groups
- ◆ Excellent at communicating effectively both orally and in writing, with the ability to express ideas and issues to a variety of audiences
- ◆ Experienced in advocacy
- ◆ Experienced in crisis management and emergency operations





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 salary range is \$96,512 - \$146,307 +/- DOQ. A generous benefit and retirement package is also offered by the city.

HOW TO APPLY

The recruitment for this position is being handled by GovHR USA. Candidates are encouraged to apply at once, applications will be reviewed on a rolling basis. The position is open until filled. To apply candidates should submit a resume, cover letter and contact information for five work-related references to www.GovHRUSA.com to the attention of:

W. Lane Bailey, Senior Vice President, GovHRUSA
630 Dundee Road, #225, Northbrook, IL 60062.
Tel: 847-380-3240 (office)
704-798-8221 (mobile)

The City of Virginia Beach is an Equal Opportunity Employer.

VIRGINIA BEACH