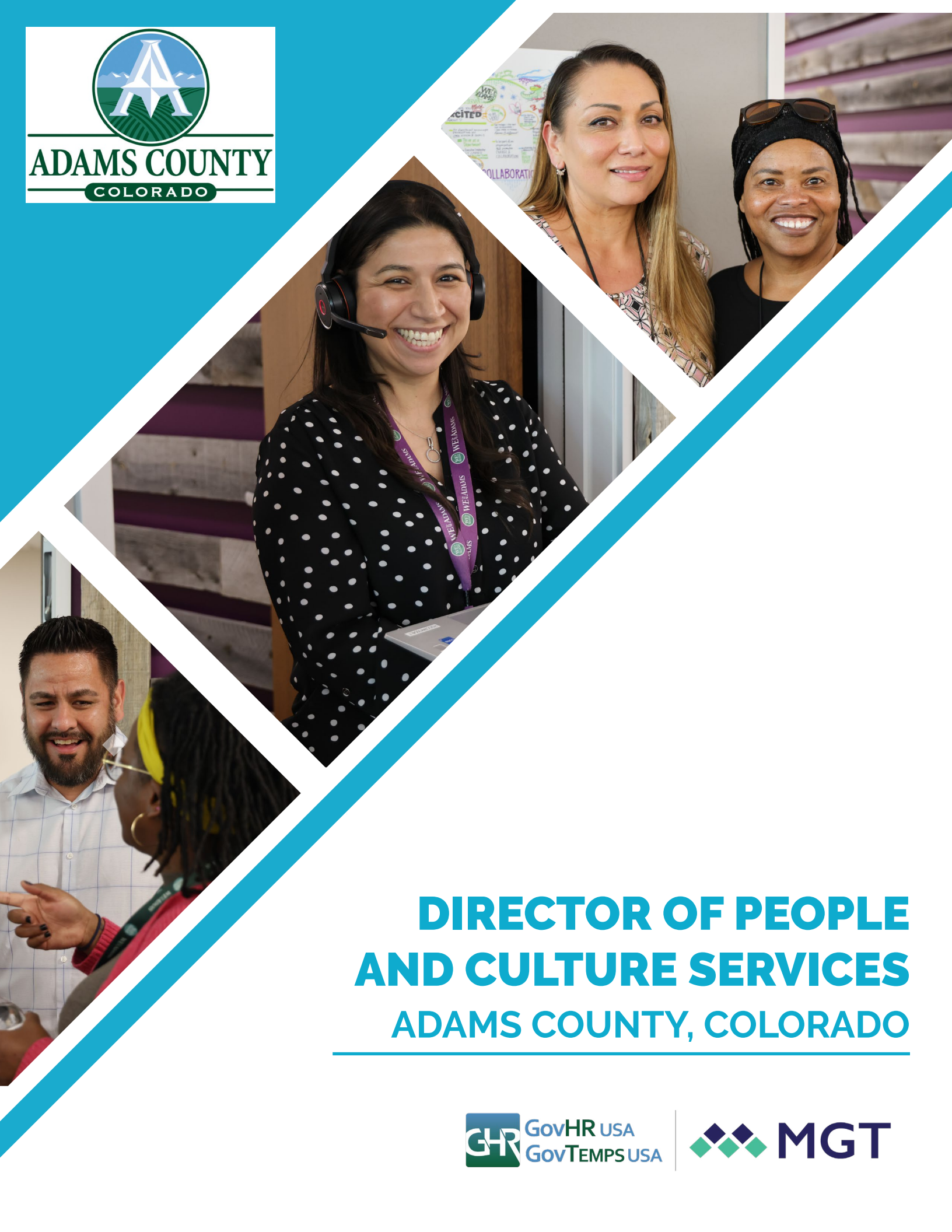




**ADAMS COUNTY**  
COLORADO



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



# DIRECTOR OF PEOPLE AND CULTURE SERVICES

## ADAMS COUNTY, COLORADO



### POSITION SUMMARY

Adams County is seeking a dynamic and proven Director of People & Culture who can lead the department in a cultural transformation to move from traditional human resources to a culture-focused department that values the employee experience. The ideal Director of People & Culture is a strategist and leader with the ability to lead and influence throughout the organization. This position will be central to rolling out an organization-wide leadership development strategy and cultural transformation to meet the organization's goal of being an employer of choice. The Director is supported by a qualified Deputy Director, and strong managers in the areas of recruitment, learning and development, benefits, employee relations, and compensation as part of a 35-person team of human resources professionals. The Director reports to the Executive Leadership Team (ELT) and will be a strategic partner and thought leader for the ELT, Senior Leadership Team (SLT), and Board of County Commissioners to help carry out the vision, mission, and goals of Adams County. Adams County is an employer of choice that cultivates an inclusive and innovative culture where diversity matters.

Adams County, CO (pop. 527,575) – considered one of the fastest growing counties in the country – is a progressive organization located in the Denver Metro area with 2800 employees. This vibrant, fast-growing county offers extensive recreational, cultural and economic opportunities to residents and businesses.



### 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.

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.



## ABOUT PEOPLE AND CULTURE

The 35-person team includes a Deputy Director, 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 Executive Leadership Team.

The 2024 Adams County budget is \$821.5 million; personnel services budget is \$337.2 million. There are multiple county facilities offering services to residents and hosting over 2,800 full time employees in their efforts to provide vital public services. Some 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.

## OPPORTUNITIES AND INITIATIVES

- 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.
- Lead the department in a cultural transformation to move from traditional human resources to a culture-focused department that values the employee experience.
- Provide thought leadership to the executive leadership team on cultivating an environment of continuous feedback, mentorship, and professional growth for employees through the systematic implementation of a comprehensive leadership development program.
- Guide an innovative approach to compensation and benefits that protects the county's financial future while also ensuring that the county remains competitive and meets the priorities of its employees.
- Establish People & Culture as an innovative and solutions-based partner with all stakeholders including elected officials, department heads and others in the leadership team.
- Demonstrate politically savvy and effective problem solving to guide strategies and interventions for employee relations concerns.

## IDEAL CANDIDATE QUALITIES

- A proven leader capable of inspiring the People & Culture team as well as developing strong partnerships with the leadership team and elected officials.
- A visionary and thought leader who can help guide the organization through cultural transformation and leadership development.
- An experienced team leader who will set the tone and champion the department as it transitions from a more transactional operation to one that is innovative and solutions oriented.
- A collaborator who demonstrates success working across the organization to implement programs and deliver initiatives and training to support the organizational culture.
- A champion for diversity and inclusion who understands the value of a welcoming employee culture.







## 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 to [GovHRjobs.com](https://GovHRjobs.com); FIRST REVIEW scheduled for June 7, 2024 (position open until filled). Questions should be directed to the attention of [krush@govHRusa.com](mailto:krush@govHRusa.com).

