

**ADAMS COUNTY, COLORADO
DEPUTY COUNTY MANAGER**

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POSITION SUMMARY:

Adams County, Co (population 527,525) seeks a seasoned, self-aware leader who will excel in a cohesive team environment, demonstrate high performance habits, possess well-defined leadership principles and a growth mindset while focusing on the establishment of a culture of continuous improvement. This Deputy County Manager (DCM) position is part of the County Manager's executive leadership team supporting the varied activities of one of the fastest growing counties in the US. The County is seeking to transform the culture to a mindset of high performance and increased professionalism in the broad range of local government services delivered by the County. This individual will lean into the complexities of highly visible portfolio projects which advance the County Board's vision involving numerous stakeholders leveraging their team's assets and those of their peers across the organization to ensure maximum success. The individual must be a strategist; they will be willing to share their knowledge, expertise and insights as they motivate their team to leverage their strengths to overcome obstacles and leverage opportunities. The DCM will be an individual who will engage holistically across the organization communicating and modeling the County's vision, mission, and purpose at all levels of the organization. The DCM reports to the County Manager 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. Upon hire, the DCM will be assigned to support projects and key departments as strengths dictate.

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.

The Deputy County Manager is appointed by the County Manager. The County Manager provides leadership to the organization in support of residents, the board, and the employees. The Deputy County Manager will be a key player in conveying the board's policy direction. The present budget offers the opportunity to have a third Deputy County Manager; that position continues to be under evaluation and presently remains vacant. Operations within the County include Community Infrastructure and Development Services, Community Services and Public Involvement, and People and Culture Services, and Administrative Operations. The county attorney is the other position in the organization that reports directly to and is appointed by the board. A very close and collegial working relationship exists between the County Manager and the county attorney as their partnership facilitates the success of county efforts.

The 2024 Adams County budget is \$821.6 million for all funds; operating funds are \$729.0 and a capital improvement budget of \$92.6 million. The General Fund is \$353.2 million with a total operating budget of \$242.4 million and capital investment of \$51.4 million. There are multiple county facilities offering services to residents and housing over 2,500 full time employees in their efforts to provide vital public services. There is currently one labor agreement (over 900 employees) with AFSCME representing Human Services employees.



MISSION

To responsibly serve the Adams County community with integrity and innovation.

GOALS

Education and Economic Prosperity

Adams County promotes the education and economic vitality of all people and businesses.

High Performing, Fiscally Sustainable Government

Adams County responsibly manages resources and is committed to innovation, exceptional service, and transparency, thereby building trust.

Quality of Life

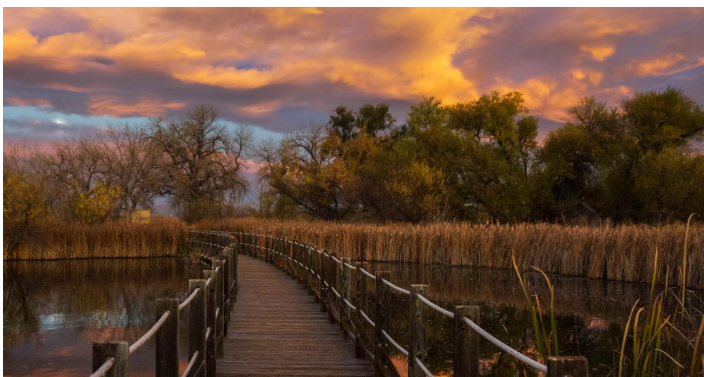
The people of Adams County are safe, healthy, and included in our vibrant communities, with visionary amenities and a focus on natural resource preservation.

Safe, Reliable Infrastructure

Adams County provides appropriate, sustainable, public infrastructure so all people and businesses can live efficiently, affordably, and safely.

Community Enrichment

Adams County delivers connected, equitable resources and programs, empowering our community to thrive.





OPPORTUNITIES, PROJECTS, AND/OR KEY ISSUES

The Deputy County Manager will help navigate and lead a highly regarded, multi-faceted organization while sustaining a focus on the service needs resulting from the sustained growth and explosive development of the county. Opportunities include:

FOSTERING ALIGNMENT

In partnership with the Senior Leadership Team, the DCM will create a culture of excellence, equity and inclusivity. They will demonstrate a passion, vision, and ability to pursue initiatives. This will require marshaling resources, best practices, building relationships and instilling creativity across the organization. The DCM will be charged with establishing a solution driven culture while aligning resources to strategic priorities.

STRATEGIC LEADERSHIP

It is critical the new Deputy County Manager be comfortable in their personal leadership skills demonstrating the ability to lead the county's highly professional staff as they tackle significant initiatives to advance the county board's vision including:

- Growing professionalism and cohesiveness within the Senior Leadership team members and across the organization. They will leverage the talent of the team and remove roadblocks to their success.
- Addressing the persistent and divergent affordable and attainable housing challenges that persist in Adams County, similar to most of Colorado, despite considerable prior progress and attention.
- Balance the rural/urban needs of this expansive county to ensure the needs of its diverse residents are met in a fiscally responsible manner.
- Focus on enterprise-wide issues including advancing technology initiatives.
- Establish customer service standards to shift how interactions occur, improving interactions and upgrading people's experience with the County.

ORGANIZATIONAL SUPPORT

As an employee-centric organization, Adams County has reaped success in attracting highly quality employees. Adams County wants to shift the paradigm for the employee which will require a culture of innovation, responsiveness, and loyalty among staff. Adams County recognizes to serve the community effectively, diversity, equity, inclusion, and belonging must remain a primary focus. The DCM will continue to further the development of the County's DEIB strategy. The organization continues to promote programs and initiatives to serve the community without bias.

COMPETENCIES AND REQUIREMENTS:

- A Bachelor's degree in public administration, public policy, business or related fields along with at least ten years of progressively responsible experience in local government or similar organization, with significant experience at a senior level interacting with elected officials and other stakeholder groups is required.
- A Master's degree in public administration, business administration, or related fields, or other relevant certifications or licenses is highly desirable.
- Comfortable working in a complex and fast paced environment demonstrating the ability to interact and lead conversations with elected officials, senior staff, boards or commissions and community organizations in the development and implementation of project goals and objectives
- A local government generalist with a track record of establishing a solutions driven culture, a progressive leadership style and an ability to thrive with multiple responsibilities and complex issue management.
- Strong financial acumen including long term financial planning and experience in balancing local government financial needs and capital improvements.
- Strong leadership and management skills with demonstrable experience in leading through subordinates, assigning projects with timelines and ultimate accountability for effective implementation.

DESIRED LEADERSHIP QUALITIES

- Intrinsically motivated as well as an individual who can support and foster team motivation, coaching others to persevere and innovate to overcome challenges in the pursuit of excellent service to residents and business.
- Comfortable working with individuals who excel in a variety of settings and with a variety of skills; experienced in identifying team strengths and leveraging those to benefit the organization.
- An individual who is self-aware and who regularly engages in self-reflection to improve their leadership skills and relationships
- An individual who has a track record of establishing strong, trusting relationships with their leadership team.
- An individual who has extensive practice in working with governmental board leadership and others within the organization to synthesize strategies in pursuit of the organization's goals.
- Politically astute with an ability to demonstrate persistence and resilience in a fast past environment where divergent approaches and concerns result from the multitude of stakeholders both elected and appointed.



COMPENSATION:

Starting salary range: \$215,000-\$240,000 +/- DOQ, with a comprehensive benefits package including medical, dental, and vision insurance; life insurance; health saving and flexible spending accounts; 401(a) employer retirement contributions; paid time off; tuition reimbursement assistance; and a wellness program including an employee fitness center and clinic. Residency is not required but applicant must be willing to relocate to the Denver metro area upon acceptance of job offer.

TO APPLY:

The Deputy County Manager is appointed by the County Manager. Submit résumé, cover letter, and contact information for five professional references by July 8, 2024 online to GovHR USA, LLC – www.GovHRjobs.com.

Questions regarding the recruitment may be directed to Katy Rush, GovHR USA at 847-380-3240. Adams County is an Equal Opportunity Employer and values diversity. It strongly encourages minorities and women to apply. It is also a drug-free workplace.

