



RAMSEY COUNTY, MINNESOTA  
**COUNTY MANAGER**

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EXECUTIVE RECRUITMENT



# RAMSEY COUNTY, MINNESOTA COUNTY MANAGER



## THE COMMUNITY

Ramsey County located in the seven country Twin Cities Metro is the second most populous county in Minnesota and is home to the state capital, the City of St. Paul, which serves as the county seat. Ramsey is the smallest county geographically in Minnesota, encompassing only 170 square miles, but is the most densely populated County with a population of 536,000 people. As one of the original counties, established in 1849 in the Minnesota Territories, Ramsey has a rich history and includes the cities of: [St. Paul](#) (the state capital and county seat), [Arden Hills](#), [Blaine](#), [Falcon Heights](#), [Gem Lake](#), [Lauderdale](#), [Little Canada](#), [Maplewood](#), [Mounds View](#), [New Brighton](#), [North Oaks](#), [North St. Paul](#), [Roseville](#), [Saint Anthony](#), [Shoreview](#), [Spring Lake Park](#), [Vadnais Heights](#), [White Bear Lake](#), and [White Bear Township](#).

Ramsey County is nationally known as an attractive, livable and thriving urban county rich with diversity and cultural heritage. Ramsey County benefits from the amenities of St. Paul and the Twin Cities metro. The area offers world class museums, a zoo, and a vibrant arts and culture scene. St. Paul is a historic and vibrant city, and suburban Ramsey County is defined by abundant green space, good schools and affordable housing options.

Ramsey County is home to over 16,600 acres of parks and recreational facilities, providing abundant opportunities for all seasons and abilities. St. Paul's park system was recently ranked as the No. 2 park system in the country for the fourth straight year. Minnesota's United's Major League Soccer team plays at Allianz Field, located in the St. Paul Midway neighborhood and the minor league baseball team, the Saints play in CHS Field in downtown St. Paul.

Many of the state's top school districts, colleges and universities are in Ramsey County. The county is also home to major corporations, as well as home grown and diverse businesses. With a strong economy, excellent schools, outstanding parks and cultural amenities, Ramsey County offers an exceptional quality of life for residents.



## THE ORGANIZATION

The Vision of Ramsey County *"A vibrant community where all are valued and thrive"* in conjunction with the *"A county of excellence working with you to enhance our quality of life"* establishes the framework from which to deliver exceptional public services with the highest degree of professionalism, transparency and accountability. The following goals have been established to accomplish this mission:

- Strengthen individual, family and community health, safety, and well-being.
- Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty.
- Enhance access to opportunity and mobility for all residents and businesses.
- Model fiscal accountability, transparency, and strategic investments.

The Ramsey County Board of Commissioners is composed of seven individuals serving distinct geographical districts. The county chair is selected by the full county board of commissioners and leads the commissioners in establishing county policies and oversight of the budget and operations. The county operates under a council-manager form of government and Ramsey County's operational departments are organized into [service teams](#). There are four service teams: Health and Wellness, Economic Growth and Community Investment, Safety and Justice and Information and Public Records. There is also a Strategic Team. The leaders of these teams report to the county manager.

The manager is responsible for implementing policy and overseeing all daily operations of the county and county staff. The county operates on a [biennial budget \(2024-2025\)](#) of over \$800,000,000, with property taxes accounting for 45% of the total expenditures.

All department directors report directly to and are accountable to the county manager. The county has 4,100 FTEs and twenty-one collective bargaining units. An elected county sheriff serves the county as well as an elected county attorney.



## RAMSEY COUNTY BY THE NUMBERS

- Population – **536,075**
- Area (sq. miles) – **170**
- Number of households: **234,857**
- Median Age – **35.7**
- Median Home Value - **\$289,300**
- Median Household Income - **\$78,100**
- Employer Establishments- **13,624**

### DEMOGRAPHICS

- White Alone, non-Latinx, **59.4%**
- Asian alone, non-Latinx, **15.9%**
- Black alone, non-Latinx **13.6%**
- Hispanic or Latinx, **7.8%**
- Two or more races, **3.8%**
- American Indian and Alaskan Native, alone, **1%**



## THE POSITION

The county manager is the chief administrative officer of the county and is responsible to the county board for the proper administration of the business of the county and for carrying out the policies of the county board. The manager participates with the board in the creation of the vision and strategic plans for Ramsey County and assists the county board in developing policies, programs, and plans for improved management of the county. The manager provides direction to the county service teams and departments by implementing county board policies and directives and has appointment and removal authority over county staff. This position involves the application of a high degree of judgment and independent initiative.

## PROJECTS AND INITIATIVES

The county has adopted a [strategic plan](#) and strategic priorities for 2024-2025 that advanced the county's goals of well-being, prosperity, opportunity and accountability with seven strategic priorities with actionable strategies and timelines:

- Residents first: effective, efficient, and accessible operations
- Advancing racial and health equity and shared community power
- Aligning talent attraction, retention, and promotion
- Putting well-being and community at the center of justice system transformation
- Advancing a holistic approach to strengthen individuals and families
- Responding to climate change and increasing community resilience
- Intergenerational prosperity for racial and economic inclusion

The county has also undertaken [economic development initiatives](#), [transportation and multi-modal transit initiatives](#) as well as priorities for [criminal justice reform](#) and [enhancing environmental health services](#).

The next county manager should be prepared to develop and mentor a dedicated team that can work collaboratively to address complex issues across the organization as well as across multiple systems and layers of public and private partners. The next county manager must be able to lead a high performing team and hold members accountable for outcomes and responsiveness in service delivery. The county manager should also demonstrate and embrace the principles of diversity, equity, inclusion and belonging in their own work and in the work of the county.

## CANDIDATE REQUIREMENTS

- Bachelor's degree in public administration, human services, business administration, or a related field. Master's degree in public administration or related field or juris doctorate preferred.
- Ten years of progressively responsible experience in high managerial administrative positions in public or private non-profit organizations requiring significant and independent initiative and well-developed executive leadership and management skills.

Ramsey County will consider a combination of education and experience that allows an individual to successfully perform the functions of the position.

## THE IDEAL CANDIDATE WILL HAVE:

- Knowledge of Minnesota government and the principles and practices of public finance, policy analysis, planning, public administration, laws, and services and programs of county government and how county functions may operate together to their best effect.
- Knowledge of principles of management analysis and organizational design necessary to analyze, recommend and evaluate programs, administrative policies, and organizational structures.
- Skill in planning, directing, and supervising the activities of high-level directors, managers, and other staff within assigned service areas across 4,100 employees.
- The ability to create effective working relationships with the county board and department directors, and community leaders.
- Highly skilled in the ability to develop innovative solutions to problems and coordinate their implementation with a variety of conflicting interests for both long- and short-term goals.
- The capability to take risks and make difficult decisions and to motivate and inspire deputy county managers, department directors, and staff.
- The ability to establish an organizational vision and to drive strategic change to meet organizational goals through creativity, innovation, flexibility, and resilience.
- Ability to lead people toward achieving the county's vision, mission and goals in an inclusive environment that fosters development, facilitates cooperation, teamwork, and employee engagement, and supports constructive resolution of conflicts.
- Ability to lead in a manner that achieves equitable outcomes for all residents, regardless of cultural identification and to promote a diverse and culturally competent workforce with a commitment to providing leadership in Ramsey County's racial equity work.
- Ability to speak, present, and interact in public arenas with composure, professionalism, and discretion.
- Ability to adapt to changing political and financial realities.
- Demonstrates an understanding of appreciation for and ability to work with a unionized workforce.



## COMPENSATION AND BENEFITS

The expected hiring range for the position is \$230,000 to \$290,000 DOQ. Ramsey County provides a comprehensive benefits package including participating in the Minnesota Public Employees Retirement Association (PERA).

## HOW TO APPLY

Interested candidates should apply online by June 21, 2024 with resume, cover letter and contact information for five work-related references at [www.govHRJobs.com](http://www.govHRJobs.com) to the attention of Charlene Stevens, Executive Vice President, or David De Angelis, Senior Vice President, GovHR USA, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: (320) 262-0303.

*Ramsey County, Minnesota is an Equal Opportunity Employer.*

