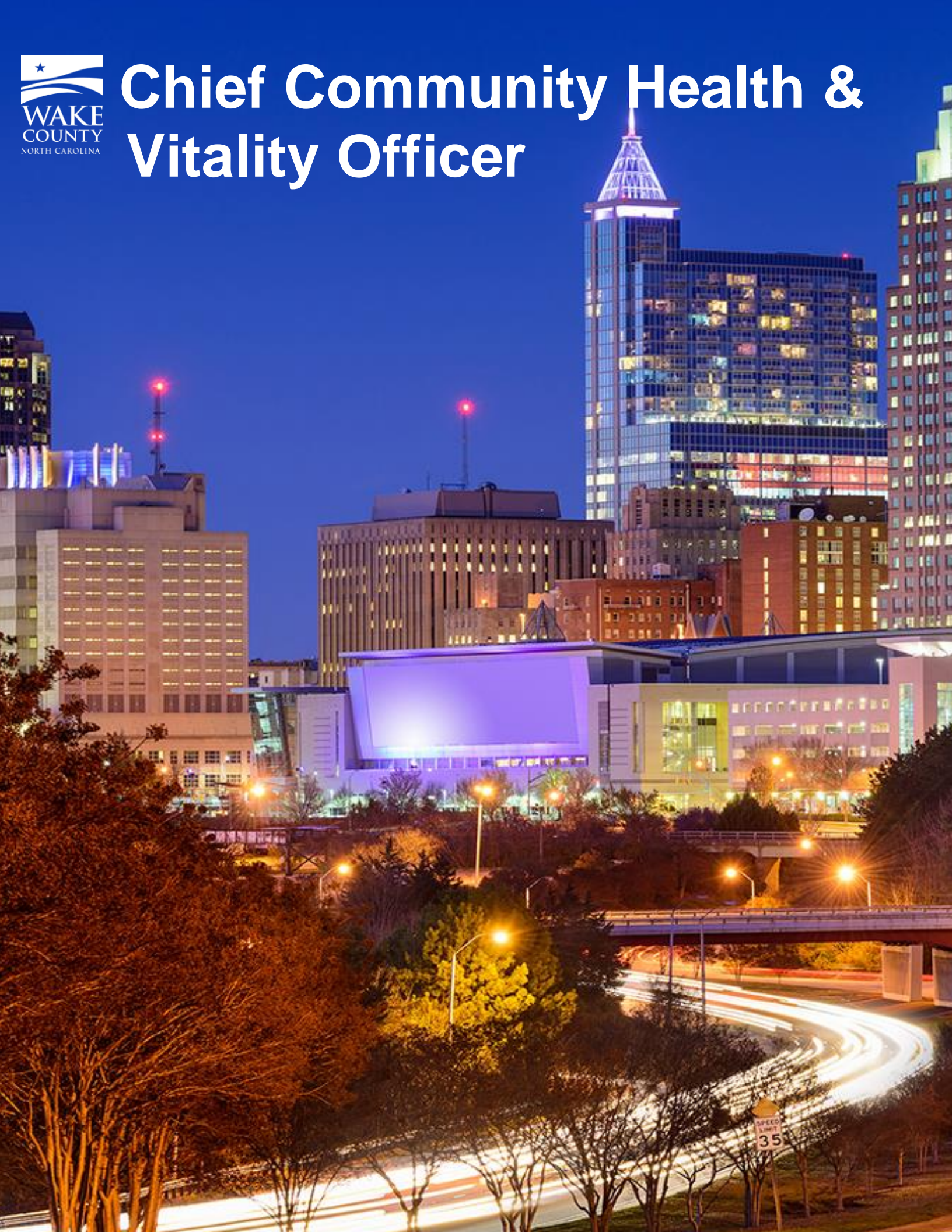




Chief Community Health & Vitality Officer





About the Community

Centrally located in the Triangle area of North Carolina, Wake County is one of the fastest-growing areas in the nation and the most populous county in the state with approximately 1,112,000 residents. The County was founded in 1771, currently encompasses about 860 square miles, and is the center of the state government, with the Capitol Building, legislature, and many government offices located in Raleigh, the County seat. Wake County is a thriving community whose population has grown approximately 142% since 1990, 52% since 2000, 14% since 2010 and is forecasted to maintain substantial growth of approximately 25,000 new residents per year for the next few decades.

Wake County is part of the Research Triangle Park, one of the nation's largest planned research development communities. It has received national and international rankings and accolades from publications such as Money, Fortune and Time magazines as being one of the best places to live and work, best business climates, and best places to earn a world-class education, among others. The region is home to some of the world's largest corporations as well as many start-up businesses. Because of the business-friendly environment, the County has a diverse economy representing a variety of industries.

Quality of life is a priority in Wake County. While highly recognized for stability, prosperity and growth, Wake County also has unique neighborhoods and a family of communities steeped in history and tradition, as well as a blend of diverse people from worldwide locations. The community offers all the amenities of big-city life without the high cost of living along with a unique mix of urban and rural small towns, providing something for every lifestyle.

The County has 12 core municipalities, the largest of which is Raleigh (pop. approximately 439,000). The County amenities include beautiful parks and trails, festivals, arts and cultural events, thriving downtowns and quaint main streets, competitive college sports, minor league baseball, and a professional hockey team, all accessible within the 12 municipalities and the larger Research Triangle region.

Wake County's location affords great access to the Research Triangle Park, major transportation hubs, and the Raleigh-Durham International Airport. There is something for everyone in Wake County, winters are mild, and summers are warm. Located in central North Carolina, Wake County is within an easy drive to the Atlantic beaches and the Blue Ridge mountains.

The Opportunity

- Do you have a track record of strategic planning and measurable successes to enhance community health and well-being?
- Are you an ethical influencer when it comes to networking and partnering with others to achieve goals?
- Are you a champion for social equity?
- Do you hold high standards for yourself and others with regard to performance, customer service and transparency?

Joining Wake County's leadership team to lead diverse departments which carry out the County's social and economic strategy and services, should be a 2021 career goal if the answer to these questions is "yes."

Wake County, North Carolina is seeking its next Chief Community Health & Vitality Officer which is equivalent to a Deputy County Manager role. The Chief Community Health & Vitality Officer serves as the key advisor to County Management and the Board of Commissioners. This position provides leadership, direction and strategy for the departments of Housing, Environmental Services, and Human Services as well as quasi-county agencies of Soil & Water, Cooperative Extension, and Workforce Development. The successful candidate will be a results-driven public administrator who is an innovative problem-solver with a record of maintaining and building outstanding community partnerships, transparency, staff engagement, and innovative leadership in human and economic service delivery. The incoming Chief Community Health & Vitality Officer must thrive in a dynamic culture of high accountability and engagement while valuing teamwork and collaboration in order to be a champion for outstanding services that truly improve the lives of Wake County citizens.

Organization Overview

Wake County has a commissioner/manager form of government. The seven members of the Board of Commissioners are elected county-wide on a partisan basis and serve two-year terms. The County is regarded as a fiscally responsible and well-managed government. The County's 2020 General Fund budget is \$1.47 billion, and the County has approximately 4,350 employees who serve the citizens of Wake County across more than 20 departments. The County has a seven-year capital plan totaling \$3.8 billion. Wake County Government was recently named the 2nd Healthiest Workplace in America for 2018. The County government provides services ranging from animal control to zoning, and support for quality public education, working with an elected Board of Education and appointed school superintendent.

Portfolio and Position Overview

Reporting to the County Manager, this position serves as a facilitator in accomplishing certain Board of Commissioners goals, objectives and initiatives in the focus areas of Social and Economic Vitality, Community Health and Growth and Sustainability to support Community Vitality. The portfolio of six departments includes 2000 FTE employees and a budget of \$200M. Carrying out goals requires innovation in partnerships and collaboration across traditional boundaries. The challenges of a global pandemic, civil unrest and political divisions, create logistical and systemic strains on systems that serve the more than 100,000 residents who live below the federal poverty line in Wake county. Collaborating on leading a vision to fruition that includes the continued integration of portfolio departments Social Services, Public Health, Environmental Services, and Housing with Behavioral Health is a key Board initiative.



Wake County Accolades, 2018-2020

2018

- No. 2 Healthiest Workplace in America (Springbuk)
- No. 2 Digital County in the U.S. – pop. 1,000,000+ (Center for Digital Government and National Association of Counties)
- No. 2 Best Place to Live in America – Raleigh (Money Magazine)
- No. 5 Best Place to Live in America – Cary (Money Magazine)
- No. 2 Best Place for Business and Careers – Raleigh (Forbes)

2019

- No. 5 Digital County in the U.S. – pop. 1,000,000+ (Center for Digital Government and National Association of Counties)
- Outstanding Culture of Well-Being Award (Cigna)
- No. 3 Best Place for Business and Careers (Forbes)
- Top 10 Places to Live in the U.S. – Raleigh-Durham (U.S. News & World Report)
- No. 3 in Quality of Life Ranking – Raleigh (Numbeo)
- No. 9 Top Talent Attraction Leaders – Wake County (EMSI)
- No. 6 Metro Area Gaining the Most Innovation Jobs in the U.S. – Raleigh (Brookings Institution)
- No. 10 Top Tech Talent Markets in the U.S. – Raleigh-Durham (CBRE)

2020

- No. 2 Digital County in the U.S. – pop. 1,000,000+ (Center for Digital Government and National Association of Counties)
**This is Wake County's 9th consecutive top-10 ranking in the annual survey
- No. 1 Best County to Live in North Carolina (Niche)
- No. 5 Hottest Labor Market in the U.S. (Wall Street Journal)
- No. 2 in Quality of Life Ranking – Raleigh (Numbeo)
- No. 8 Best City in the U.S. to be Quarantined – Raleigh (Zippia)
- Finalist for two IDC Government Insights Smart Cities North America Awards

Key Priorities of the Next Chief Community and Vitality Officer

- Respond realistically, proactively, and creatively to the impacts of COVID-19 on effective service delivery to Wake County citizens, employees, and visitors.
- Support staff to have passion about the Wake County vision, meet high standards of performance, work together in a unified fashion, and to collaborate with partners to meet strategic goals.
- Proactively communicate and engage with a diversity of stakeholders including citizens, staff, non-portfolio department directors, Board of Commissioners, Wake County Schools, Wake Technical Community College, regional municipal partners, community, and faith organizations.
- Seek innovative and best practice methods for integrating behavioral health services into larger Human Services vision.



The successful candidate:

- is a respected and skillful leader who is able to effectively recruit, retain, manage, develop, and engage talented staff;
- assertively advocates for the needs of Wake County clients, community members, and employees with key stakeholders and decision makers who influence policy, laws, and funding;
- is an effective influencer who matches goals, data, and strategy to aid decision makers in understanding needs and resources needed to improve service delivery;
- expands and enhances a culture of excellent customer service for all stakeholders;
- has a track record of effectively breaking down silos and barriers while building bridges and paths to solutions in partnership with others;
- is an analytical and strategic thinker who creates and applies performance metrics, ensures the effective collection and evaluation of data, and objectively measures department performance against mission critical goals;
- excels in a fast-paced, highly transparent environment;
- is experienced in developing, managing and coordinating a budget that consists of funds from multiple sources; and,
- communicates excellently both verbally and in writing to translate complex issues into understandable concepts for a variety of audiences.



Minimum Qualifications

Bachelor's in public administration, business, or closely related field, and eight (8) years of progressively responsible experience in public administration management

Preferred Qualifications

- Master's degree in Public Administration, Business Administration, or a closely related field in addition to required education.
- Experience with Lean Process Improvement or a similar strategic process improvement model is highly desirable along with a proven track record in succession planning, accountability at all levels, and technology innovation in service delivery.
- 10 or more years of progressively responsible and innovative experience in public administration and at least five (5) years of senior-level management experience at the level of Major Department Head, Deputy/ Assistant, or City/County Manager. The successful candidate has experience working directly with a comparable local government organization communicable disease, and public health preparedness.

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Compensation

The hiring range is \$170,000 to \$190,000. Final salary will be based on experience and combined with a generous benefits package. The county offers outstanding benefits.

For more information visit:

<http://www.wakegov.com/employment/benefits/Documents/Employee%20Benefits%20Guide.pdf>

Application and Selection Process

To apply, go to

<https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – Chief Vitality Officer/ Deputy County Manager – Wake County link. To learn more about the selection process, visit [Client Openings](#) (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>).

It is not sufficient to send only a resume. Resumes and cover letters should be uploaded with the application. Application review begins February 10, 2021. Finalists will participate in virtual interviews and skill assessments on March 11-12, 2021. This requires about 3-4 hours of time, not including preparation. Interviews with the Leadership team will follow at a subsequent time. Applicants are encouraged to hold these dates should they be invited to participate.

All inquiries should be emailed to hiring@developmentalassociates.com. Wake County is an Equal Opportunity Employer.

Developmental Associates, LLC is managing the recruitment and selection process for this position.

