

The Virginia Department of Alcoholic Beverage Control (ABC) is seeking an energetic change agent to be its first Chief Administrative Officer (CAO). The CAO is a newly created leadership position that aligns the three major support functions of Human Resources, Finance, and Procurement and Support Services as Virginia ABC transitions from an executive branch agency to an Authority. The position has three direct reports, including the Directors of Human Resources, Procurement and Support Services, and Finance, and manages a 70-member staff and an estimated annual budget of \$6.3 million. Initially, the CAO will report to the current Chief Operating Officer. After the transition, the CAO will report to the newly appointed CEO.

The position requires a Bachelor's degree in finance, business administration, human resources, or a related field, MBA or other related graduate degree desired, five years of progressively responsible experience in the management or control of significant or comparable business administrative functions. Knowledge or experience of public and private sector administrative processes desired. Retail management experience is a plus. Qualified candidates will have a strong track record of leading successful, complex cultural change initiatives.

Hiring range is \$130,000 - \$180,000, DOQ/E. State employment benefits and participation in Virginia Retirement System available. Relocation negotiable.

Submit your cover letter and resume online at <https://waters-company.recruitmenthome.com/postings/1367>. This position is open until filled; however, interested applicants are strongly encouraged to apply no later than June 6, 2017. For more information, contact Sharon Klumpp at sklumpp@springsted.com or by calling 651.223.3053 (office) or 651.270.6856 (mobile). EOE