DEPUTY DIRECTOR

ALBEMARLE COUNTY FACILITIES & ENVIRONMENTAL SERVICES



OUR ORGANIZATION

With an annual general fund budget of over \$554 million, Albemarle County prides itself in sustaining responsive and accessible services to its community members, while emphasizing professionalism and efficiency.

Albemarle County is recognized for quality services and innovative programs while still maintaining a comparatively low tax rate. We take pride in being **One Organization Committed to Excellence.**

WHAT DOES THAT MEAN?

The idea of One Organization Committed to Excellence is meant to foster a sense of community throughout our organization. It underscores that we are all working together toward the betterment of our community through sharing knowledge and resources, collaborating with our colleagues, and working with community partners and neighboring localities.

Albemarle County is committed to a High Performing Organization (HPO) model. We value creativity, learning, and innovation.

LEADERSHIP AT ALL LEVELS

Leadership at all levels encourages staff involvement, collaboration, and accountability. Everyone is encouraged to show leadership by looking at their individual role to see how their work impacts the broader organization, taking ownership of areas for improvement, thinking about the future, linking with others to address cross-departmental issues, and staying on the cutting edge of their profession.

FACILITIES & ENVIRONMENTAL SERVICES



Who's building that courthouse? Who's driving that street sweeper? Who's helping keep our streams clean and leading the community's climate discussion? The answer: us!

The Facilities & Environmental Services Department (FES) maintains and improves the physical assets of the county, such as government buildings, public sidewalks, and many other types of public infrastructure.

FES oversees the planning and construction of all of the County's major capital improvements projects.

FES ensures compliance with federal environmental laws, promotes pollution prevention, and minimizes waste.

FES maintains County buildings and local libraries, provides copy and mail services, building security, fleet management, and provides supplemental care of public roads.

We Care About...

- Service to our community
- Employee development
- Workplace culture
- Fiscal and environmental stewardship
- Strategic coordination with our community partners
- Outcomes

APPLY NOW ON OUR COUNTY WEBSITE!

THE POSITION

Facilities & Environmental Services is seeking an experienced professional for our Deputy Director position. The Deputy Director will serve as Operations Manager for the department, leading an experienced, engaged, and high-performing team. The successful candidate can expect to:

- Develop and lead major initiatives
- Regularly and closely collaborate with other departments on projects and initiatives impacting the Albemarle County organization
- Partner with other agencies to effect positive change for the greater Albemarle, Charlottesville, and University of Virginia region
- Be challenged by the work
- Enjoy the benefits of working with a professional, motivated team

COMPENSATION

The anticipated range of compensation for this position is \$120,000 to \$140,000, dependent upon the candidate's education and experience. We offer a competitive benefits package including low-cost health insurance, generous paid leave, membership in the state's retirement plan- the Virginia Retirement System (VRS), and much more!

KNOWLEDGE, SKILLS, AND ABILITIES

Strong leadership and management skills while working in an organization committed to team building and cross-departmental efforts are required. Professional knowledge of the principles and practices of planning, designing, constructing, and maintaining public infrastructure is required. Professional knowledge of environmental protection programs is desired.

Practical knowledge of business and management principles involved in strategic planning, resource allocation, leadership technique, and coordination of people and resources is required.

Superior emotional intelligence and effective exercise of professional judgment are required. Proven strong verbal and written communication skills are required, especially as related to public speaking, and preparing reports for the County's elected and appointed officials and members of the public.

Ability to foster a positive work environment where employees feel valued and understand their contributions to the Department's and organization's goals.

QUALITIES

Key attributes of our ideal candidate:

- Places a high value on service to the community
- Facilitator who builds strong, lasting relationships among stakeholders
- Character builder whose values are trustworthiness, respect, and integrity
- Leader who cultivates and models a vision for a progressive work environment
- Encourages and values diversity of thought and includes these thoughts in decision-making processes
- Problem-solver who facilitates collaborative solutions
- Has a strong sense of accountability
- Has a high level of energy, enthusiasm, and passion for the work
- Forward thinking and confident in managing change

