

LARIMER COUNTY, COLORADO

COUNTY MANAGER



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LARIMER COUNTY COUNTY MANAGER

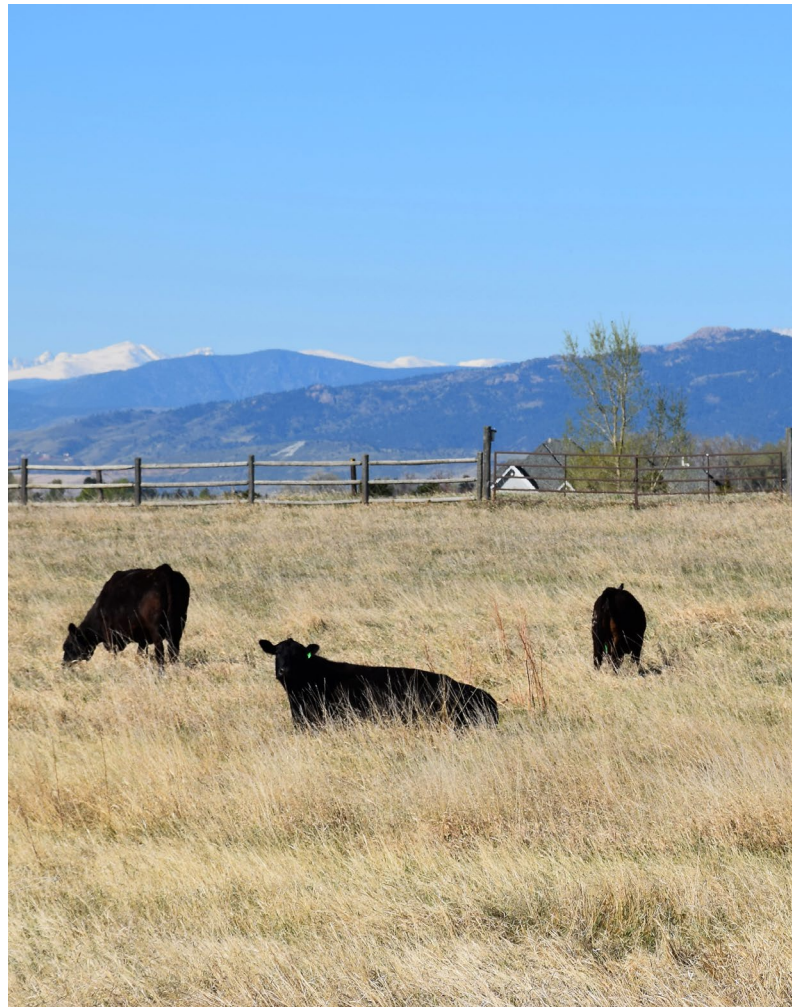
Larimer County is seeking a highly motivated, inclusive, collaborative, adaptable, and experienced leader with a forward-thinking outlook to become their next County Manager. They seek someone that will foster positive relationships with residents; someone that will appreciate the diversity that exists in the county; and someone to continue to move the county forward, being mindful of the urban and rural character of the county.

LARIMER COUNTY, COLORADO

Larimer County (359,066 population) is in North Central Colorado and is the sixth largest county in Colorado based on population. The County includes the northern Front Range mountains, is at the edge of the Colorado Eastern Plains and borders with Wyoming. The County extends to the Continental Divide and includes mountain communities and Rocky Mountain National Park.

Larimer County is strongly based on agriculture and include some of the finest irrigated farmland in the state, as well as vast stretches of scenic ranch lands, forests, and high mountain peaks. Over 50% of Larimer County is publicly owned, most of which is land within Roosevelt National Forest and Rocky Mountain National Park. In addition to these federal lands, Colorado State Parks and Recreation, and Larimer County Parks and Open Spaces combine to provide a wide spectrum of recreational opportunities that are enjoyed by both residents and visitors.

Larimer County has experienced significant population growth over the past few decades, more than doubling it's population in 50 years, and 19% increases the last two 10-year periods. The incorporated cities in the county are Ft. Collins and Loveland. Additionally, there are three towns (Estes Park, Timnath and Wellington) in the county and three other towns partially in the county and partially in Weld County (Berthoud, Johnstown, and Windsor). Red Feather Lakes and LaPorte are unincorporated areas recognized as a census area.



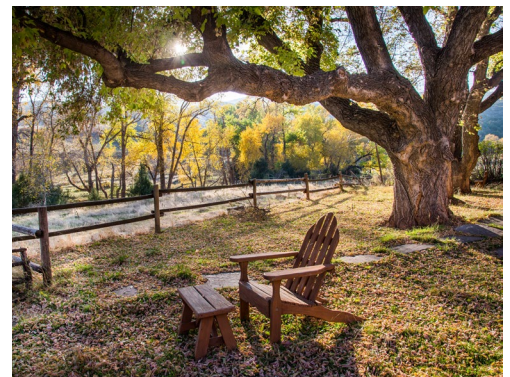


Larimer County is a friendly community with wonderful neighborhoods, excellent schools, higher education opportunities, quality medical care, and small-town ambiance with amenities normally associated with larger metro areas.

FORT COLLINS: Nestled at the base of the Rocky Mountains, Fort Collins is the largest city in Larimer County, and offers exciting recreational opportunities, unique cultural offerings, and is a regional center for employment and shopping. Fort Collins is home to Colorado State University and an outstanding public school system. Throughout the year, live music and entertainment, as well as great local dining, can be found throughout the historic downtown area. Fort Collins offers the convenience of a small town with all the amenities of a larger city.

LOVELAND: In the heart of Northern Colorado is a city that invites visitors to create their own adventure: Loveland, Colo. Loveland is hailed as the Gateway to Estes Park and Rocky Mountain National Park, where visitors can experience the picturesque fall colors, and is the ideal base camp for all northern Colorado adventures. The City of Loveland poses an authentic arts community, brewery/distillery tours, unique shopping districts, a charming downtown and world-class recreation, Loveland, Colorado has everything to love.

ESTES PARK: A beautiful mountain town, surrounded by the majestic Rocky Mountains, is a gateway to the number one tourist destination in Colorado, Rocky Mountain National Park. Nestled in a high mountain valley at just above 7,500 feet in elevation, Estes Park is one of Colorado's year-round natural splendors. This delightful mountain village is welcoming of all ages and activity levels with a variety of festivals, cultural experiences, playgrounds, river walks, hiking and biking trails and much more.



COUNTY ORGANIZATION

Larimer County is one of the largest and most innovative employers in Northern Colorado, with over 1930 full time employees, locations across the County, and hundreds of services provided to the community. The 2022 [Larimer County budget](#) is \$649.7 million with a total operating budget of \$326.7 million.

Larimer's three-member Board of County Commissioners is the main policy-making body in the County and works to represent the interest of the citizens of Larimer County at local, state, and national levels. Commissioners are elected at large from one of three geographic districts for four-year staggered terms. In Larimer County, Commissioners are limited to serving three four-year terms.

Other Elected Officials in Larimer County 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, fleet, budget, and finance.

The County Manager is appointed by the Board members jointly and serves at the pleasure of the Board. The County Manager is responsible for the [administration of all departments and functions under the authority of the Board](#). The primary responsibilities include board policy implementation, organization leadership, budget, selection and management of department directors, direction of service delivery, and resource management of the organization.

Larimer County government will add value to the lives of its community members today and in the future by:

- Being good stewards of public resources.
- Promoting innovation, adaptability, and committing to continuous improvement.
- Providing consistent quality customer service.
- Empowering people to take responsibility.
- Cultivating inclusive and collaborative partnerships.
- Being a fulfilling, enjoyable and inclusive place to work.

OPPORTUNITIES, PROJECTS, AND/OR KEY ISSUES

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

Larimer County has a strong focus on strategic planning, innovation, collaboration and transparency. Every five years the County Manager leads the County in Strategic Planning initiatives at the direction of the Board to establish a Strategic Plan with critical goals and objectives. Larimer County is nearing the end of the current [Strategic Plan period 2019-2023](#), and will begin establishing a new five-year strategic plan in 2023, a priority for the County Manager.



STRATEGIC PLAN

Goal 1:	Larimer County works collaboratively to ensure adequate public infrastructure is available to support the needs of our growing community.
Goal 2:	Everyone in Larimer County has access to economic opportunities and a vibrant quality of life. We work together to remove barriers.
Goal 3:	Larimer County government is ready to support the future service needs of our residents and visitors.



It is critical the new County Manager be skilled to direct and lead the county through its highly professional staff as they tackle significant initiatives including:

- Addressing the persistent and divergent affordable and attainable housing challenges that persist in Larimer County
- Expansion of existing recycling programs, a new Diversion Facility and the construction of a new landfill.
- Establishing new facilities that benefit community members, including a facility for women at risk for imprisonment, behavioral health services, event and fairgrounds, and examining current facilities for efficiency and performance.
- Expanding broadband services in the urban fringes of the incorporated cities as well as the unincorporated, rural areas of the county which are currently underserved.
- Balancing and ensuring the diverse rural/urban needs of residents are met in a fiscally responsible manner.
- Continuing efforts and diversification of commercial and business opportunities to foster continued prosperity for Larimer County.
- Creating additional community outreach opportunities, transparency, and engagement in a post pandemic environment.
- Serving the community through diversity, equity, inclusion, and belonging. Promoting programs and initiatives to serve the community without bias. Spearheading and encouraging community enrichment opportunities to enhance quality of life and a sense of belonging.
- Larimer County has experienced effects of COVID fatigue in addition to competing with municipalities within Larimer County. Continued attention toward maintaining a culture of innovation, responsiveness, and loyalty among staff.
- Implementing targeted programs to generate resilience, opportunities for prosperity, culture and health in the community.



SUCCESSFUL CANDIDATE:

- Equivalent to a master's degree from an accredited college or university with major coursework in Public Administration, Business Administration, Political Science, or a related field.
- Eight (8) years of progressively responsible experience in the executive management of a public or private organization required.
- A strong political acumen to navigate and anticipate resource allocation, potential obstructions, and the legislative arena at the local, state, and federal levels.
- A polished communicator who embraces transparency and advocates for diversity, equity, and inclusion efforts.
- An intentional and visionary leader with expertise and passion to develop and execute innovative and responsive policy decisions.
- A collaborative partner to the elected officials; an individual who will confidently articulate the interactions between their offices and the county commissioners and county staff.
- An attentive leader who will foster enthusiasm and creativity; an individual who is comfortable delegating to a skilled staff, and effectively utilizes consensus building skills.
- Ability to recognize when operations need to be transformed and the ability to know when operations are strong as they exist.
- Fosters and facilitates transparency, professionalism, and modern management concepts, principles, strategies, practices, and techniques within local government.
- An experienced manager who will consider creative solutions to fiscal constraints, competing needs, development, and growth challenges. An individual who will seek and foster intergovernmental partnerships to leverage financial, human capital, and political resources.
- An engaging, approachable leader who will educate and inform elected and appointed officials, constituents, and employees while championing the mission and values in the execution of county activities and operations.

ESSENTIAL DUTIES:

- Serves as the communicative liaison between the Board of County Commissioners, the County Service Category and Department directors, and the County's elected officials. Conveys the Board's policy directions to Service Category and Department directors and coordinates the flow of information and advice from Service Category and Department directors to the Board. Informs the Board of County Commissioners regarding the progress of projects.
- Marshals the vision and initiatives of a highly engaged Board that capitalizes on the momentum resulting from innovative and unique projects which support and create the County's reputation. Serves to the Board and staff as a sounding board, confidant, troubleshooter, and spokesperson.
- Executes regional collaboration with public and private partners in the County as well as the state.
- Coordinates County resources, operational and fiscal, to accomplish the objectives of the Board of County Commissioners and works with Elected Offices and departments on a day-to-day basis to ensure that County business is conducted in a manner that is in accordance with County policies.
- Manages Larimer County's executive management team; reviews and resolves internal issues; develops and implements strategic direction for the organization; attends County meetings to represent the County before the Board of Commissioners.
- Advises Commissioners of professional views on proposed policy and when enacted strives to align the organization with policy direction.
- Exercises general guidance and supervision over Assistant County Manager, Service Category Directors, Department Heads, and Administration professional and clerical staff. Manages all operational and administrative matters within the stated policies of the Board of Commissioners.
- Manages the preparation of agendas and required documentation; introduces agenda items for the Board's consideration and ensures that background information is provided, as needed, to facilitate the Board's consideration of the issues involved; ensures that appropriate records of Board meetings are maintained.
- Participates in various committees and boards related to activities and responsibilities.





COMPENSATION AND BENEFITS

The County offers competitive compensation with a target starting salary between \$207,336 and \$259,170 +/- DOQ along with a comprehensive benefits package including Medical, Dental, and Vision Benefits, Employee Medical Clinic (medical, behavioral and physical therapy), Flexible Spending Accounts/Health Savings Account, Short and Long Term Disability, Employee Assistance Program, Basic Life/Accidental Death & Dismemberment, Accident, Critical Illness, 401(a) with employer match, 457(b) Deferred Compensation, and paid time off including, vacation, sick, and holidays. To view information on Larimer County's Benefits, visit <https://www.larimer.org/hr/benefits>.

HOW TO APPLY

Interested candidates should apply online by May 13, 2022, with a cover letter, resume, and contact information for at least five (5) professional references to www.govhrjobs.com and to the attention of Sarah McKee, Senior Vice President, GovHR USA. Tel: 847-380-3240, EXT 120. Only electronic submissions will be accepted.

Larimer County is an Equal Opportunity Employer, and prohibits discrimination and harassment in all employment practices on the basis of race, color, religion, sex (including pregnancy, gender identity or expression, and sexual orientation), national origin, marital status, disability, genetic information, age, military status, or any other characteristic protected by law or regulation.

