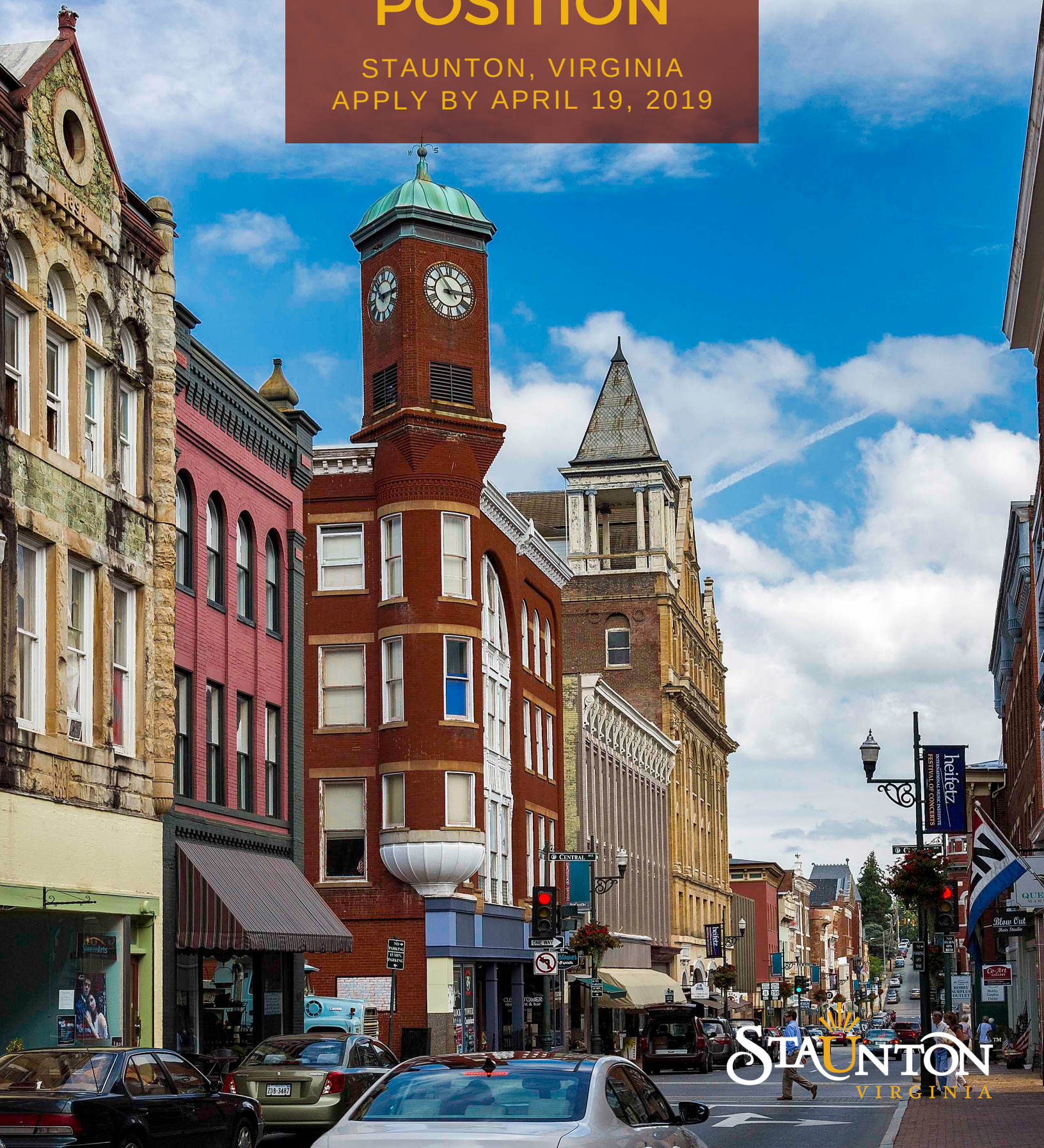


# CITY MANAGER POSITION

STAUNTON, VIRGINIA  
APPLY BY APRIL 19, 2019



STAUNTON  
VIRGINIA

# CHOOSE STAUNTON

## Welcome to the Queen City!

If you're looking for small-town charm, a friendly, laid-back atmosphere, and cultural amenities that you typically find in larger, metropolitan areas, you'll find these qualities and more in Staunton, Virginia.

Staunton is a picturesque, vibrant and historic city located at the crossroads of Interstates 81 and 64 in the heart of the Shenandoah Valley. Nicknamed the Queen City a century ago by former city mayor Hampton Wayt, Staunton is the birthplace of the nation's 28th president and the council-manager form of government, one of the oldest forms of government still used by thousands of American cities today.

## POPULATION

Staunton, the county seat of Augusta County, is the larger of the two principal cities of the Staunton-Waynesboro metropolitan statistical area. The metro area consists of the cities of Staunton and Waynesboro and the county of Augusta, with a total regional population of more than 120,000. Staunton's population is about 24,500.



# LIVE, WORK & PLAY

Staunton boasts a four-season climate, one-of-a-kind cultural amenities—including exceptional local restaurants—and a main street that stands apart from the rest.

Those cultural amenities have earned the city a place on many coveted lists, including Smithsonian Magazine’s **“Best Small Towns in America,”** and Travel + Leisure’s list of **“America’s Greatest Main Streets.”**

With a relatively low cost of living and desirable proximity to the Virginia cities of Harrisonburg (29 mi), Charlottesville (40 mi), Richmond (108 mi) and even Washington, D.C. (157 mi), Staunton offers an idyllic place to live, work and play.

## STRONG LOCAL ECONOMY

Staunton’s low cost of living, combined with good jobs in health care, education, and manufacturing form a strong economic base.

## LOCATION

Conveniently located at the crossroads of I-81 and I-64, Staunton is within an easy day’s drive of 43% of the U.S. population.

Staunton is also positioned between the scenic Blue Ridge and Allegheny Mountains in the heart of Virginia’s Shenandoah Valley, ideally suited for hiking, biking, horseback riding, golfing and fishing.



## MINIMAL COMMUTE

Staunton has an average commute time of just 16 minutes, says Sperling's Best Places.

## AWARD-WINNING CULTURE & RECREATION

Perennially ranked as one of the best small towns in America, the city is renowned for its architecture, performing arts, museums and historic revitalization success. Staunton is buzzing with entertainment offerings such as the renowned American Shakespeare Center, the Heifetz International Music Institute, the Staunton Music Festival, the Virginia Hot Glass Festival, and much more. Staunton also boasts exceptional urban parks teeming with seasonal events and activities, plus ample park amenities and recreational programs.

## HIGH LIVABILITY SCORE

Downtown Staunton has a Walk Score® of 90, making it a walker's paradise.

## ENTREPRENEURIAL CULTURE

The Staunton-Waynesboro metro area ranks in the top 150 for "Best Cities for Young Entrepreneurs," reports Nerdwallet.

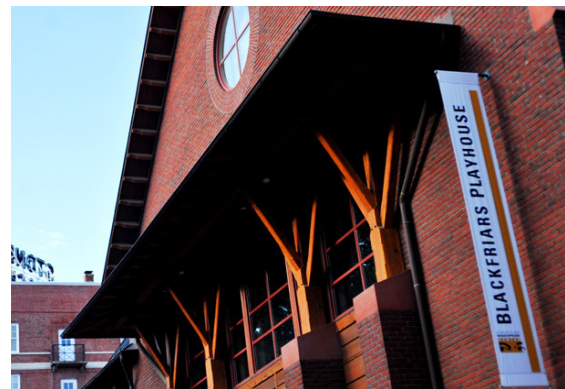
## STUNNING ARCHITECTURE & HISTORIC SITES

As one of the oldest cities west of the Blue Ridge Mountains, Staunton's history spans three centuries. A wide selection of historic attractions, archival collections, old buildings, museums, and Civil War sites are located in and around Staunton.

Highlights include the Frontier Culture Museum, an outdoor living history museum providing snapshots of life on the frontier from the 1600s through the mid-1800s in this area. Jumping ahead to the 20th century, take a closer look at the history of our 28th president at the Woodrow Wilson Presidential Library & Museum.



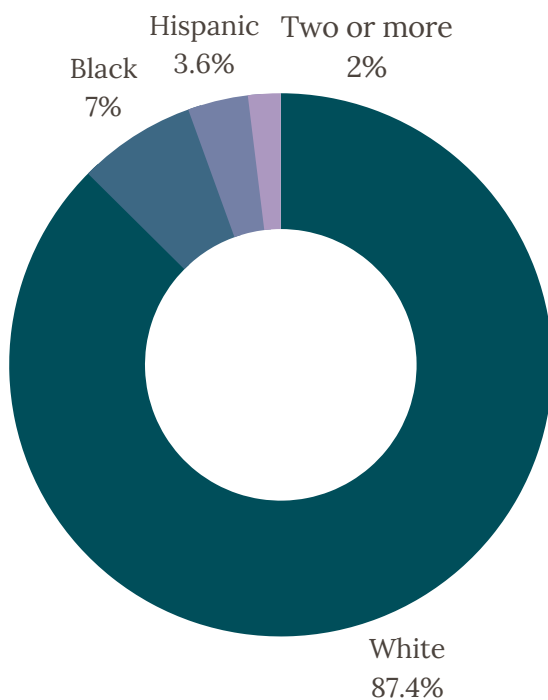
Susan Heyward in Love's Labour's Lost by Tommy Thompson



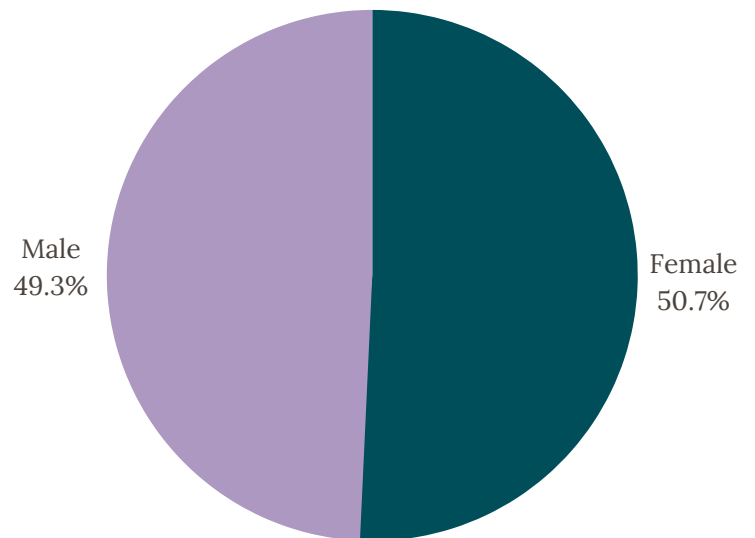
# DEMOGRAPHICS

Staunton-Waynesboro metro area demographics, based on a population of 122,514.

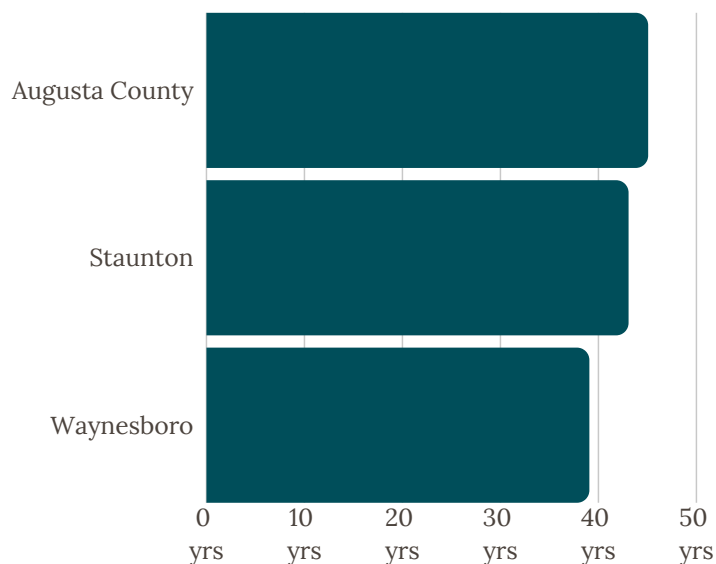
## Race/Ethnicity



## Gender



## Median Age



# WORKFORCE

The Staunton-Waynesboro metro area has a motivated workforce that shows up ready to work with a positive outlook and a strong work ethic.

Young, talented professionals are moving to Staunton at an ever-increasing rate, and a culture of entrepreneurship is flourishing.

 **31%**  
BLUE-COLLAR WORKFORCE

 **61%**  
WHITE-COLLAR WORKFORCE



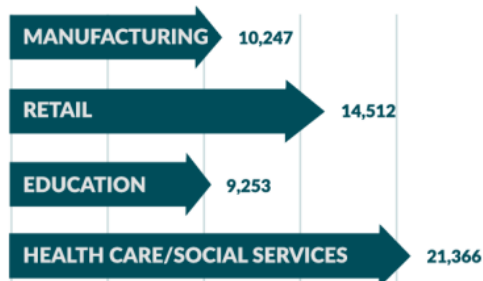
**60%**  
RESIDENTS OWN THEIR HOMES

**\$42,787**  
MEDIAN HH INCOME

**70,000<sup>+</sup>**  
LOCAL COLLEGE & UNIVERSITY ENROLLMENT



**13,000<sup>+</sup>**  
ANNUAL GRADUATES



LARGEST EMPLOYMENT INDUSTRIES



**86%**

OVER 25 POPULATION  
HAS A HIGH SCHOOL DEGREE



**31%**

OVER 25 POPULATION  
HAS A COLLEGE DEGREE

# EDUCATION

Staunton residents will find quality educational opportunities - both public and private and from preschool through college - close to home.

Staunton City Schools (SCS) is a public school division offering K-12 education as well as a full-time, center-based preschool program for children ages 3 to 5. SCS is committed to its students and to providing an excellent educational program, where teachers value the uniqueness of each student and strive to challenge each one daily. Several private schools are located in and near the city as well.

Shenandoah Valley Governor's School is open by application to qualified 11th and 12th graders who are gifted or highly motivated in the areas of STEM or Arts & Humanities, and Valley Career & Technical Center assists students in developing technical and marketable skills in preparation for future education or employment.

There are 12 colleges within 50 miles of Staunton. More than 70,000 students are enrolled at these colleges and universities, and they collectively produce more than 13,000 graduates each year.

Staunton is home to Mary Baldwin University (MBU), founded in 1842. MBU is a small, coed university offering a range of degree programs from bachelor to doctoral.

Staunton is also home to the Virginia School for the Deaf and the Blind, one of the oldest schools in Virginia and the second of its kind in the world. With nearly 200 employees, VSDB is an exceptional resource for communities across Virginia, serving students who are deaf, hard of hearing, blind/vision impaired, and deafblind.



# GOVERNMENT

Staunton created the council-manager form of government in 1908, which now serves as a standard form of government across the United States and throughout much of the free world.

Staunton City Council is composed of seven members who are elected by the city's voters and empowered by the City Charter and the Code of Virginia with the responsibility of establishing laws in the city, adopting an annual budget and setting tax levels to fund maintenance of the city infrastructure, schools, public safety and other functions.

Members of City Council serve four-year terms and have alternating tenures. Three members are elected one year, and four are elected two years later. The Mayor is chosen by the City Council for a two-year period.

City Council employs a City Manager, who handles day-to-day operations, a City Attorney and the Clerk of Council. All serve at the pleasure of Council.

## VISION & PRIORITIES

After each election, City Council adopts a vision to guide its actions in the decade ahead and three-year priorities that specify short-term measures to help achieve the vision. City staff work to achieve those priorities with Council's guidance.

## ORGANIZATIONAL STRUCTURE

The City of Staunton employs nearly 440 people, has 12 departments and currently operates on a \$113 million annual budget. The city and school division share several services, including finance, human resources, communications and legal counsel, enhancing efficiency and cooperation.



Mayor  
Carolyn Dull



Vice Mayor  
Ophie Kier



Councilman  
Erik Curren



Councilman  
James Harrington



Councilman  
Terry Holmes



Councilwoman  
Brenda Mead



Councilwoman  
Andrea Oakes

# POSITION PROFILE

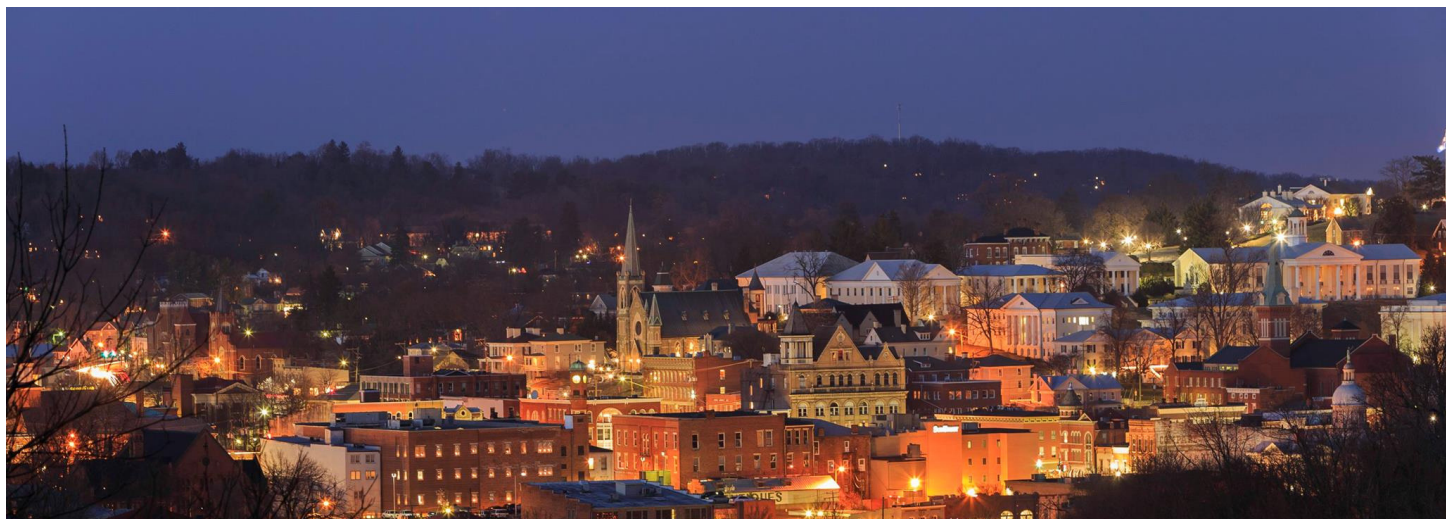
The City of Staunton is recruiting a City Manager who desires a position working collaboratively to achieve the city's 2025 vision. This vision includes a culture of diversity and inclusion, continued economic development, a responsive and efficient government and an environment that meets the needs of residents and attracts tourists and visitors.

## EDUCATION

Bachelor's degree in business, public administration or related field is required. A Master's degree in a related area is highly desired.

## EXPERIENCE

Significant experience in government at the municipal level required, with experience in Virginia desired. Successful applicant must be knowledgeable in a variety of departmental areas such as economic and community development, budget and finance, public safety and public works. Experience in a working partnership with the public schools is a priority.



### **PROFESSIONAL & PERSONAL ABILITIES & TRAITS**

- True desire to be the **Staunton** City Manager with a commitment to its citizens and its future
- Empowering manager and proven leader
- Creative problem solver, willing to think outside the box
- Commitment to diversity and inclusion
- Commitment to establishing a culture of customer service and citizen involvement in all areas of government
- Ability to communicate effectively with a variety of individuals, groups and the media with strong listening, writing and speaking skills
- Has high expectations, but sets realistic goals
- Ability to balance delegation and direct involvement
- Fair, trusted and confidential advisor
- Honest and ethical with a commitment to open communication
- Sensitive to all viewpoints with consideration of all before making decisions
- Apolitical, diplomatic and courteous
- Commitment to continual improvement and learning

### **VISION & GOALS FOR THE CITY**

- Commitment to continued economic and community development with expanded vision of resources and assets
- Supportive of local arts, and historical and cultural resources as economic benefits to the city
- Expansion of services that enrich the citizens, including schools, library, parks and recreation
- Commitment to responsive infrastructure and services including public works, technology and public safety
- Expansion of revenue sources to ensure fiscal accountability and protection in an unpredictable economic environment
- Continuous support of and cooperation with school division and regional programs

### **BENEFITS & HOW TO APPLY**

The City of Staunton offers a competitive salary with an excellent benefits package, including health, vision and dental insurance, STD/LTD/Life insurance, VA Retirement System, deferred comp benefits, PTO and holidays.

To apply, send a cover letter and resume to [cmsearch@ci.staunton.va.us](mailto:cmsearch@ci.staunton.va.us) by April 19, 2019. To learn more about the City of Staunton, visit [www.staunton.va.us](http://www.staunton.va.us).

*The City of Staunton does not discriminate and prohibits unlawful discrimination and harassment against any person on the basis of race, creed, religion or religious belief, color, ethnicity, national origin, ancestry, age, sex or gender, sexual orientation, disability, military or veteran status or on any unlawful basis.*