



**POLIHIRE announces executive recruitment for**

**DEPUTY COUNTY ADMINISTRATOR  
STAFFORD COUNTY, VIRGINIA**

**POLIHIRE®**

# ABOUT THE REGION

Stafford's ideal location between Washington, D.C., and Richmond, VA, along with its business-friendly environment and impeccable reputation, attracts and retains world-class businesses and the region's most highly educated and skilled workforce.

Founded in 1664, Stafford is one of Virginia's oldest counties and was part of the early English colonial expansion. Rich in history, Stafford was George Washington's childhood home and a major Union Army staging and encampment area during the Civil War.

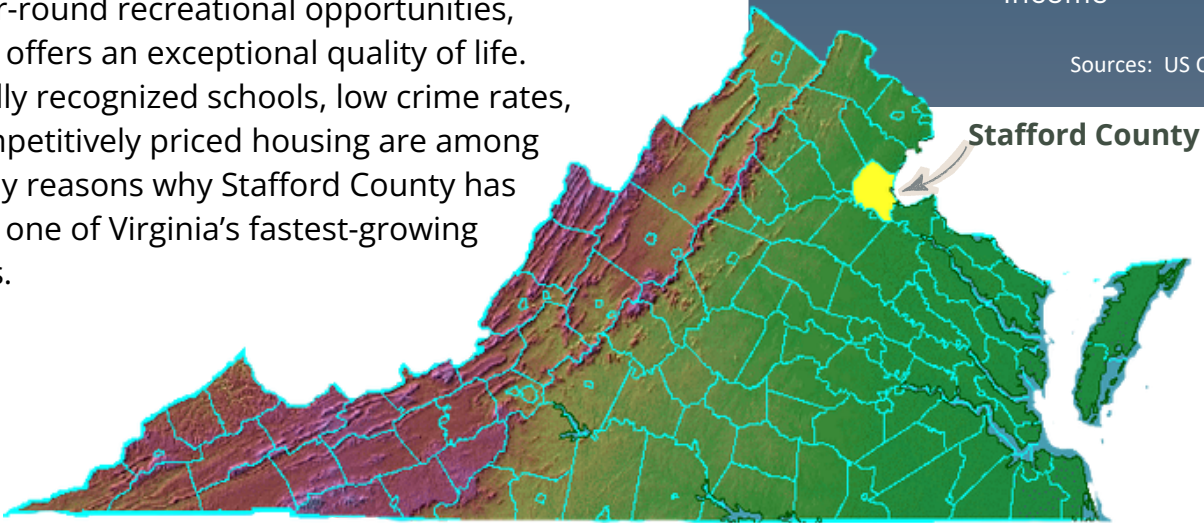
Today, Stafford is one of the region's most desired locations to live, work, play and raise a family. Unique and inviting neighborhoods are the centerpieces of development and feature walkable urban experiences, anchored by arts and cultural amenities.

With its rolling hills, championship golf courses, and year-round recreational opportunities, Stafford offers an exceptional quality of life. Nationally recognized schools, low crime rates, and competitively priced housing are among the many reasons why Stafford County has become one of Virginia's fastest-growing counties.

## Stafford County by the Numbers

- ~170,000** Population
- 43.8%** Share of Residents 25+ with a Bachelor's degree
- 1,000+** County Government Employees
- ~\$485,000** Median Value, Owner-Occupied Housing Units
- ~\$137,000** Median Household Income

Sources: US Census Bureau



Gari Melchers Home and Studio



Rendering of Fountain Park, a mixed-use development approved by Stafford County Board of Supervisors in 2021

# ABOUT COUNTY GOVERNMENT

Stafford County operates under a traditional Board-Administrator form of government. A seven-member elected Board of Supervisors serves as the legislative and policymaking body, with members elected from districts on staggered four-year terms. The Board appoints a County Administrator who oversees daily operations, implements Board policies, and manages county departments.

With general fund expenditures in the **2026 Adopted Budget** totaling \$453,544,442 and a total budget of over \$1 billion, Stafford County has been widely recognized for its innovations in services and its excellence in government administration.

## *Excellence in Governance*



Little Falls Run Wastewater  
Treatment Facility  
Platinum Award

National Association of Clean Water Agencies



Distinguished Budget Award  
Government Finance Officers Association

NATIONAL  
ASSOCIATION  
of COUNTIES **NACo**



"Stafford Cares"  
Community Support Initiative  
Achievement Award  
National Association of Counties

In 2018, the Board of Supervisors adopted its very first **Strategic Plan**. The plan aimed to move Stafford towards a vision for what the County could be in 2040. Actionable initiatives were devised to achieve between 2019 and 2022. The Board of Supervisors intentionally sought input from the community through the first-ever Community Survey.

The plan also aimed to solicit feedback from staff and the Board of Supervisors via internal surveys. The Board recognized that the Strategic Plan would require regular updates as the County grew and changed.

Recently, the Board used its experience over the last three years to update the priorities in the Strategic Plan with actionable steps to be taken over the next five years.



# ABOUT THE DEPUTY COUNTY ADMINISTRATOR

The Deputy County Administrator provides leadership and strategic direction to a set of County departments. The departments to which the Deputy County Administrator is assigned will largely depend on the selected candidate's set of skills and experience.

Regardless of their area of programmatic or governance specialty, the ideal candidate will have a record of effective management practices and a demonstrated ability to develop and empower the teams they lead.

The salary range for the Deputy County Administrator position is \$200,000-\$250,000. The County offers a generous benefits package, which includes participation in the Virginia Retirement System; medical, dental, and vision plans; group life and disability insurances; vacation, administrative, holiday and sick leave; employee assistance program; and an allowance for professional dues and conference expenses, among other benefits.

## Qualifications

The ideal candidate will have have 1) a master's degree in public or business administration, economics, planning, engineering, recreation management, or a related field and 2) five (5) to nine (9) years of management experience as chief or deputy chief administrative officer of a comparably sized community or organization. Central to this experience will be knowledge of a broad range of local government operations. Specific experience working in a fast-paced, multi-service, growing community or organization is a plus. The ICMA Credentialed Manager designation is also preferred. The ideal candidate will be highly skilled in the following areas:

**Leadership and Team Development.** Demonstrating both discipline and the ability to adapt. Demonstrating confidence while embodying integrity and humility. The proven ability to develop staff built on high emotional intelligence, tactical empathy, trust, and personal accountability.

**Administration, Policy, and Planning.** The ability to manage a broad range of County administrative responsibilities with the highest level of professionalism while advancing the County's goals, values, and public reputation. Strong experience developing clear policies and procedures that streamline operations and reduce misunderstandings is highly desirable.

**Communication and Stakeholder Relations.** The capacity to build strong working relationships with department heads, Constitutional Officers, independent agencies, and commissions by setting clear expectations and promoting coordination across the County. The ability to effectively engage with the County Administrator, Board, staff, and residents.

# APPLICATION AND SELECTION

## To Apply

Stafford County is partnering with **POLIHIRE** to recruit the Deputy County Administrator. To be considered for this position, please attach 2 PDFs – a letter of interest and your resume – in an email to [Stafford\\_DCA@polihire.com](mailto:Stafford_DCA@polihire.com). Please include only your name (Last, First) in the subject line. Applications will be screened against the qualifications outlined in this profile and reviewed on an ongoing basis.

Stafford County is an equal opportunity employer with a commitment to an inclusive workforce.



## Stafford County Core Behavioral Values

We take initiative and act on the belief that our everyday efforts, no matter how small, will have far-reaching effects on the entire organization.

PROACTIVE OWNERSHIP

We encourage imagination, opportunities, and solutions in our delivery of service.

INFINITE POSSIBILITIES

We value, respect, and listen to both our internal and external customers. We take responsibility in our words and in our actions to create a positive experience for all.

CUSTOMER FIRST

#JUSTSERVE

UNWAVERING RESPECT

We value and appreciate each other.

ARDENT LEARNERS

We are committed to continuous learning and growth opportunities.

STRONGER TOGETHER

We expect and encourage participation and collaboration every day.