



County Attorney Position - Deadline Extended until November 16, 2015



Welcome to Prince William County!

Population 428,000

If you are an outstanding local government attorney and looking for a great place to live, work, and spend your leisure time, you will find serving as the County Attorney in Prince William County to be the ideal job. The County is prosperous and rapidly growing. It is the second largest (by population) county in the Commonwealth of Virginia and just 30 miles from the heart of Washington, DC. Rich in history, it offers a wide range of activities and adventures. It is a community of choice in Northern Virginia.

Cultural, dining, entertainment, and shopping opportunities are outstanding. The County offers more than 25,000 acres of green space, 160 miles of trails and numerous parks which allow for activities including biking, hiking and canoeing. Excellent organized athletic programs for all ages are readily available.

The County is the proud home of the National Museum of the Marine Corps, the Manassas National Battlefield Park and the Hylton Performing Arts Center.

Prince William County is very safe. In fact, crime is at its lowest level in 24 years.

The County's School District is the second largest system in Virginia and its schools are among the best in the country. For example, its high schools ranked in the top 6% in a recent index. Northern Virginia Community College is one of the largest community college systems in the U.S. with two campuses in Prince William County and unique workforce training programs. George Mason University offers world-class educational opportunities to its over 30,000 graduate and undergraduate students.

A wide range of housing options are available in Prince William County including gated communities, golf course communities, marina communities, rural-living and mixed-use developments. Medical care is top notch.

Both Washington Dulles International and Ronald Reagan National airports are less than 20 miles from much of the County. Baltimore-Washington International is also in close proximity. Rail service is available through Amtrak and the Virginia Railway Express.

Nearby Washington, D.C. offers iconic monuments, world-class cultural experiences, famous museums and professional sports. Walking the National Mall will bring you to the Smithsonian Museums, war memorials, presidential monuments and a myriad of lesser known shrines, galleries and gardens. Cultural entertainment abounds at the Kennedy Center for the Performing Arts, National Theater, the Arena Stage, Ford's Theatre and the Folger Shakespeare Theatre. While the unofficial sport in DC might be political wrangling, you can also attend professional sports events provided by the Washington Redskins, Nationals, Capitals, Wizards, Mystics, and D.C. United.

What makes Prince William County special, however, is its people. While they are often busy with work and raising a family, they are friendly, concerned about their neighbors and



committed to their community. So, if you have the right skills and experience, please apply!

History

From its humble beginnings as the home to the Algonquian tribal community to what is now the 12th wealthiest county in the U.S., Prince William County has an abundance of history.

The County was created in 1731 by an act of the General Assembly of Virginia and named for Prince William, Duke of Cumberland, the third son of King George II. It originally included all of what is now Arlington, Fairfax, Fauquier and Loudoun counties. In its early years, the County was rural and dominated by tobacco and other agriculture. It also had an important role in the Civil War and was the site of the first major battle of the war in July, 1861.

In 1930, the County was still largely rural and agricultural with a population of approximately 14,000. As opportunities in the region grew, the population increased to 50,000 in 1960. Then in the latter part of the 20th century, the federal government, the military and commercial activities expanded dramatically and new residents were attracted to the County by jobs, attractive communities and affordable new housing. By 2000, Prince William County was the third-most populous local jurisdiction in Virginia with a population of 281,000. Between 2000 and 2010, the population increased by over 40% to 402,000.

Demographics

Prince William County is the second largest county in the Commonwealth of Virginia with a population of approximately 428,000. It is projected to grow to 552,758 by 2040. It is a young community with a median age of 33.7. Approximately 7.9% of the population is age 65 or older and 44.5% of family households have children under the age of 18.

In recent decades the population of Prince William County has become increasingly diverse racially and ethnically. The 2010 Census indicated that Prince William County is now a “majority-minority” community, with less than half of the population reported as non-Hispanic and of one race (White.)

Owner-occupied housing units made up 73% of the housing. Of those persons 25 and older 89% have a high school diploma and 38% have a Bachelor’s degree or higher. The median household income is \$95,268 ranking it 12th

in the country. The unemployment rate in June 2015 was 4.6%.

63.8% of the County’s labor force works outside the County while 12.4% work outside Virginia. The average sales price of a home in July 2015 was \$355,634.

Geography

Prince William County covers 348 square miles. Federal land (including Quantico Marine Base and national parks) encompasses just over 65 square miles. The County is bounded on the north by Loudoun and Fairfax Counties; on the west by Fauquier County; on the south by Stafford County and on the east by the Potomac River and Charles County, Maryland. Its elevation ranges from 25 to 1,280 feet above sea level with its lowest point being along the Potomac River and the highest point on Bull Run Mountain near its western border.

Commerce

Prince William County’s economy is dominated by government employment and influence. Of the County’s roughly 120,000 jobs, over 29% are government related with another 28% in accommodations, food service or retail trade. Construction and health service follow with 18%.

The Government

Prince William County is governed by an eight member Board of Supervisors. The Chair is elected at large while the other Supervisors are elected from one of seven districts. The Board Members are elected to four year terms; all are elected at the same time. Members tend to serve several terms. The next election will be held in November, 2015. Other elected officials are the Clerk of the Court, Commonwealth Attorney and the Sheriff.

The Board appoints a chief administrative officer, the County Executive, to oversee the day-to-day activities of County government. They also appoint the County Attorney. The Internal Audit function is outsourced to a private firm.

For FY 2015, the County’s General Fund Budget was \$989,837,044 and the Total, All Funds Budget (excluding schools) was \$1,351,065,948. The County has approximately 14,500 employees of which schools account for approximately 10,300. The County does not have any unions.

The County Attorney's Office does not participate in collective bargaining or deal with union agreements. Virginia is one of 25 "right to work" states and Prince William County does not have any unions.

The County Attorney

The County Attorney is appointed directly by the Board of Supervisors and is responsible for providing counsel and advice in all civil matters to the Board and all departments and agencies of the County. The County Attorney's primary areas of operation are: Collections, Protective Services, Transportation and Legal Services. The County Attorney's budget in FY 2015 is \$3,538,328. Staffing in the department includes 27 FTEs.

The Ideal Candidate

The Board of Supervisors is seeking an outstanding leader and manager. The ideal candidate will be someone who will partner with the Board to solve problems while also being a supporter and a trusted advisor. The individual will understand politics but not be involved. The ideal candidate will be responsive and generally already know the answer to questions. When the individual does not know the answer, he/she will inform the Board and commit to providing the correct answer promptly. The ideal candidate will keep all the Supervisors equally and well informed.

The County Attorney will review issues with an open mind and, when applying the law, actively seek ways to "get the County where it wants to go." That effort may require research to determine how others have achieved the same goal. It may involve talking to outside agencies to see what they will allow within their regulations. It may require proffering novel legal solutions. Simply stated, it will be important for the candidate to aggressively seek solutions. If all one wants to do is to practice preventive law within the confines of past practice and precedent, the Prince William County Attorney's job is not the one for you. The Board also wants someone who will speak up quickly to let them know when they are heading down a path that is unlawful.

The ideal candidate will be an exceptional manager, someone who is just as comfortable



overseeing the day-to-day operations as practicing the law. He/she will understand and have experience with budgets, staff management and setting priorities. The individual will ensure staff members have the resources to effectively perform their job duties. The ideal candidate will be a mentor and focus on developing staff. He/she will recognize the importance of and build a strong, pro-active and dynamic team within the office. The individual will be fair and have a sense of humor.

Communications and interpersonal skills will be very important. The County Attorney will interact with a wide variety of people from different backgrounds and need to communicate with individuals from all levels of the community in a variety of settings. She/he will be very open and approachable. Good listening skills are critical. It will be important that he/she be viewed as cooperative and be able to build consensus both inside and outside the government.

The position requires a Juris Doctor (J.D.) degree and licensure to practice law in Virginia or the ability to become licensed quickly. Ten years of increasingly responsible experience in management and the practice of law (preferably municipal), is required.

Compensation

The salary range is \$175,000 to \$225,000. The County offers an excellent, competitive benefits package with pension provided through the Virginia Retirement System.

The Most Recent County Attorney

After six years of service, the most recent permanent County Attorney was appointed as a judge in the County's District Court. It is anticipated that one or more internal candidates will apply for the position.

Reciprocity

Any attorney who is licensed to practice before the Supreme Court of their state can waive into Virginia relatively easily.

Residency

County residency is required within a reasonable time.

How to Apply

Position closes November 16, 2015. E-mail your resume to Recruit28@cb-asso.com. Faxed and mailed resumes will not be considered. Questions should be directed to Colin Baenziger at (561) 707-3537 or David Collier at (772) 260-1858.

Other Important Information

The County of Prince William County is an Equal Opportunity Employer and encourages women, minorities and veterans to apply.



COLIN BAENZIGER & ASSOCIATES

EXECUTIVE RECRUITING