

— POSITION AVAILABLE —

Deadline Extended - Looking for a Few More Great Candidates

## COUNTY ADMINISTRATOR

*Apply ASAP but no later than JUNE 20, 2025*

Situated in the scenic Shenandoah Valley and just a short distance from Washington D.C., this thriving community combines the best of small-town life and the amenities of a metropolitan area. With its welcoming atmosphere, stunning natural beauty, strategic location, and friendly residents, Warren County has something for everyone.

Warren County is known as a gateway for outdoor adventure. Shenandoah National Park is the crown jewel of the County. With over 200,000 acres of protected lands, it is a haven for wildlife and visitors alike. Hikers can explore the park's spectacular vistas, cascading waterfalls, and wooded hollows on over 500 miles of trails. Alternatively, visitors can take in the scenery from their cars on Skyline Drive. Stretching 105 miles along the crest of the Blue Ridge Mountains, the route has over 70 scenic overlooks. Other popular activities in the park include horseback riding and rock climbing.

Another place to enjoy the area's natural beauty is Shenandoah River State Park. Situated along the South Fork of the Shenandoah River, it encompasses 1,600 acres along 5.2 miles of shoreline. The park's riverside picnic shelters, trails, campsites, and convenient river access points make it the perfect destination for families,



anglers, and canoeists. Additionally, don't miss Skyline Caverns. This cave system boasts stunning natural formations, including three underground streams and a 37-foot waterfall.

Also located in Warren County, George Washington National Forest provides multiple options for exploring the outdoors. In addition to hiking, camping, and horseback riding, visitors can enjoy biking, hunting, ATV riding, boating, and swimming.

Golfers have plenty of venues to choose from in Warren County. The Historic Front Royal Golf Club is one of the oldest golf courses in Virginia and the only course with holes right on the Shenandoah River. Blue Ridge Shadows Gold Club offers a classic 18-hole course with breathtaking scenery and fair challenges. Named the best public golf club in Virginia, Shenandoah Valley Golf Club is home to two 18-hole courses and the top-ranked Virginia Golf School. Finally, Sly Fox Golf Club offers top notch course conditions and a welcoming environment.

Another advantage to living in Warren County is the programs offered by the Parks & Recreation Department. Youth can choose from baseball, football, lacrosse, softball, cheerleading, basketball, gymnastics, and volleyball camp. For adults, the County offers classes in beekeeping, tap dance, Mahjong, senior gaming, and functional fitness.

County residents have access to several parks with amenities to suit a wide range of interests. Rockland Park contains outdoor fitness equipment and a disc golf course. Burrell Brooks Jr. Community Park features courts for basketball and sand volleyball, plus a horseshoe pit and a fitness trail. Dr. Seide Memorial Botanical Gardens is a haven of serenity in the heart of Front Royal with a splash pad and a dedicated fishing platform at Happy Creek. Gertrude E. Miller Park features a unique z-shaped pool with 25-meter lanes, a diving board, water slide, and wading pool for young children. The County also features a dog park and a skatepark. Finally, the stunning Virginia State Arboretum is just a 15 minute drive outside of the county.

Warren County residents will find plenty of activities to keep them busy right in town. Entertainment options include bowling,

skating, axe throwing, and an old-fashioned arcade. Many residents enjoy spending the evening at Royal Cinemas, a historic movie theater known for its family-friendly atmosphere, affordable prices, and top-notch viewing experience. Another fun experience is cheering for the Front Royal Cardinals baseball team at the historic Bing Crosby Stadium.

Shoppers want for nothing in Warren County. Front Royal's downtown area is home to antique shops filled with one-of-a-kind treasures, as well as thrift shops and farmers' markets. The Front Royal Shopping Center offers a convenient one-stop shopping experience, with department stores, jewelry stores, specialty shops, and a large grocery store. The Crooked Run shopping center offers a Target, Walmart, Lowes as well as a variety of small- and medium- retailers and a growing number of restaurants. The Bentonville area is known for Heard's Cedar Hill Farm Market, which offers fresh, local food and crafts.

Warren County has no shortage of tempting restaurants. There are a wide variety of options, including Mexican, Italian, seafood, and traditional American cuisine. Front Royal's coffee shops and bakeries rival the best in the region. There are many family-owned restaurants that offer hearty meals and an inviting atmosphere. One local favorite is the Apple House, an American restaurant famous for its mouth-watering apple butter donuts and charming gift shop.

Warren County hosts several entertaining events throughout the year that highlight the local culture. The Warren County Fair, for example, offers a full week of excitement, with competitions, music, rides, and shows. Another popular event is the Front Royal Wine & Craft Festival. Held annually, the festival features wineries from all over the state, as well as local producers of cider and mead. Outdoor enthusiasts will not want to miss Front Royal's Canoe Capital Paddle Palooza, which celebrates the Town's designation as the "Canoe Capital of Virginia." This lively event features canoe races, local vendors, and live entertainment. Athletes can put themselves to the test at Shenanduro, a mountain bike race, or at the Shenandoah Epic, a 24-hour adventure race that combines trekking, biking, paddling, and orienteering. Another beloved event is the Appaloosa Music Festival, which showcases the music of the Shenandoah Valley.

Opportunities abound for exploring Warren County's rich culture. History lovers will appreciate the Warren Heritage Society, which maintains a collection of historical buildings and artifacts in Front Royal. Museum enthusiasts will also crave the area's abundance of museums which include the Ivy Lodge Museum, the James Wilson Kilby African American Museum, the Shenandoah Valley Discovery Museum, the Museum of Shenandoah Valley, and Winchester's Dinosaur Land. Animal lovers will want to visit Luray Zoo, located about 25 miles from Front Royal.

Warren County's historical museums will leave you with an appetite to learn more about the Civil War. As such, the surrounding area is full of fascinating sites to explore. Historic sites in the County include Prospect Hill Cemetery, where many Civil War soldiers are buried, the Thomas McKay House, which was used as a makeshift hospital after a Civil War battle, and the Shenandoah Valley Civil War Museum in Winchester which boasts a nationally recognized collection of over 3,000 Civil War artifacts and several historic buildings. Also be sure to check out the Warren Rifles museum just off Main Street in Front Royal.

The County is home to a vibrant art scene where murals, galleries, and locally made jewelry and crafts are scattered through the Town. The Blue Ridge Arts Council and Stone Branch Center for the Arts are two organizations that promote artistic expression and creativity in Warren County and offer a wide range of exhibits, classes, and workshops. The Melissa Ichijji private gallery showcases cutting edge art. Warren County also offers opportunities to experience the performing arts. Based in Front Royal, the Valley Chorale is a world-class choir that performs throughout the Shenandoah Valley. The choir has about 50 singers ranging in experience from professionals to talented amateurs.

Warren County is not just a tourist destination. It is also a community of friendly people eager to welcome you to your new home. Most of the homes in Warren County are single-family homes, with a varied mixture of sizes and styles where buyers are pleased to find a large selection of homes with spacious yards. Front Royal has a wide range of housing options, including townhouses and apartments. Home prices in Warren County are reasonable, with a median listing home price of \$449,900 and a

median sold home price of \$365,000. As of May 2025, the area is a buyer's market, with plenty of available options. Additionally, Warren County is a haven of security. The overall crime rate in Front Royal is 25.8% lower than the national average, and the violent crime rate is 43.1% lower than the national average. These statistics reveal a community where safety is a top priority.

Children in the County attend schools in the Warren County Public Schools District. The District has five elementary schools, two middle schools, and two high schools. The District also offers early childhood programs for at-risk students and preschoolers with disabilities. Warren County Public Schools serves about 5,000 students with a student-teacher ratio of 14 to 1. Warren County also has several highly rated private schools, including military, religious, and advanced study schools. The County is home to Randolph-Macon Academy, which received an A+ rating on Niche.com. The Academy is an independent co-ed school for students in grades 6 to 12 with day and boarding options. The school offers a superior university-prep curriculum with an elite military program. To date, 100% of graduating students have been accepted to top universities around the world, including Harvard, MIT, and Johns Hopkins.

There are many opportunities for higher education within 100 miles of Warren County. The closest is Laurel Ridge Community College, a public 2-year college in Middletown. Nearby Winchester is home to Shenandoah University, a highly rated private 4-year university. In Charlottesville is the University of Virginia. This 4-year university was ranked the 4th Best Public College in the United States, 3rd Best College in Virginia, and the #1 Best Value College in Virginia by CollegeSimply. Other notable institutions within a short drive include George Mason University, James Madison University, George Washington University, and Georgetown University.

Warren County has no professional sports teams, but sports enthusiasts will find plenty of teams to cheer for nearby. Richmond is home to the Flying Squirrels, a Double-A baseball team affiliated with the San Francisco Giants, as well as the Richmond Kickers, a minor league soccer team. Washington D.C. has a professional team for just about every sport. The County is home to the Washington Nationals (MLB), DC United (MLS), Washington Commanders (NFL), Washington

Capitals (NHL), Washington Wizards (NBA), and the Washington Mystics (WNBA).

A mere 70 miles from Warren County, Washington, D.C. is packed with historical artifacts, patriotic monuments, and museums, plus a wide variety of shops, restaurants, and breweries. A visit to our nation's capital is not complete without a stop at the National Mall, where you will find the Lincoln Memorial, the Washington Monument, the World War II Memorial, and the Vietnam Veterans Memorial. A tour of the White House and the Capitol is a great way to gain a modern perspective on government. Washington, D.C. is also home to world-class museums, including 17 Smithsonian Museums and the National Zoo.

Travel from Warren County to more distant locations is a simple affair. Interstates 66 and 81 and US Routes 522 and 340 provide easy access to other parts of the region. Front Royal-Warren County Airport has flights of less than an hour to major cities on the East Coast like Baltimore, Charlotte, Philadelphia, and New York. For international and domestic flights, Washington Dulles International Airport is within 65 miles of Warren County. Travelers embarking on a cruise need only travel to Baltimore or Norfolk to reach their ports.

Even considering all its other charms, the best part of living in the County is its people. In this community, people recognize their neighbors and care for one another. Residents emphasize family values and show respect and compassion to everyone they meet. Warren County is truly one of Virginia's best-kept secrets. We invite you to experience this safe, scenic, friendly, and inviting community for yourself and make it your home. If you are a strong leader who puts community first, please apply today!

## HISTORY

Warren County's history stretches back thousands of years to the Native Americans who settled on the South Fork of the Shenandoah River between 11,000 and 12,000 years ago. The first European settlers in the area were Scots-Irish immigrants and English Quakers, who arrived around 1730. Warren County was officially established in 1836 from parts of Frederick and Shenandoah Counties with an initial population of about 5,627.

From the beginning, the area now known as Warren County has been an important center for trade. Situated at the intersection of land and water trade routes, it facilitated transportation of manufactured goods through the Chester and Manassas Gaps of the Blue Ridge Mountains. The Town of Front Royal, the future County Seat, was built at the confluence of the North and South Forks of the Shenandoah River, where much of the Valley's agricultural produce was loaded onto barges for shipment to coastal ports.

Because of its strategic location and abundant natural resources, communities in Warren County have played an important role in supporting the military throughout our Country's history. During the Revolutionary War, the area supplied military manpower as well as pig iron, grain, leather, flour, meat, fruit, vegetables, and lumber. In the early 1800s, wars in Europe created a demand for breadstuffs, which the County's farmers eagerly filled. Warren County was especially important during the Civil War because of its transportation links with Winchester to the north and eastern Virginia.

Warren County's buildings suffered a great deal of damage during the Civil War, but its rich natural resources enabled a quick recovery. During the 1890's, the County enjoyed a thriving economy. Its residents kept busy working its iron, copper, and manganese mines, the lime works, and an enormous vineyard. Manufacturers produced sumac, leather, tin, and cigars. By 1900, Warren County's population had reached 8,837.

Throughout the 1900s, Warren County established a reputation for its state-of-the-art manufacturing facilities. Soon after its construction in 1937, the American Viscose manufacturing plant became the world's largest producer of rayon. Renamed Avtex Fibers in the mid-1970s, the plant remained an economic mainstay of the community until the mid-1980s. In 1980, the duPont Corporation opened a plant to manufacture automotive paints. It became the County's largest employer throughout the 1990s. Since the turn of the century, the County has worked to maintain a thriving community. Today, Warren County is known as a desirable place to live, work, and visit.



GEOGRAPHY

Warren County is situated in the scenic Shenandoah Valley of Northwestern Virginia, surrounded by the Blue Ridge Mountains. The North and South Forks of the Shenandoah River flow northward through the County’s lush, green landscape before converging to form the main stem. The Town of Front Royal is Warren County’s only incorporated community and the county seat. Warren County covers an area of 217 square miles, of which 213 square miles is land and 3.3 square miles is water. It is bordered by Frederick and Clarke Counties to the north, Fauquier and Rappahannock Counties to the east, Page County to the south, and Shenandoah County to the west.

Warren County is conveniently located near three major cities. Washington, D.C. lies just 70 miles to the east. The County is included in the Washington-Arlington-Alexandria Metropolitan Statistical Area. Warren County is also close to Baltimore, Maryland, 110 miles to the northwest, and Richmond, Virginia, 135 miles to the southeast.

CLIMATE

One of the highlights of Warren County is its pleasant climate, classified as humid subtropical. Summers are hot and humid, but usually not uncomfortable. The average high temperature in July is 86 degrees Fahrenheit, with an average low of 64 degrees. This ranks the area as cooler than most places in Virginia. While some summer months can feel sticky or muggy, humidity levels are comfortable for most of the year. Winter temperatures rarely drop below freezing, with an average high of 43 degrees and a low of 24 degrees. The County receives snow on occasion, averaging 23 inches of snow per year. This is less than the national average, but it is one of the snowiest places in Virginia. Warren County receives an average of 41.1 inches of rainfall annually, with September as its wettest month. While this is slightly drier than most places in Virginia, it is more than enough to maintain the lush, green landscape the County is known for.

Residents of Warren County have a low risk of experiencing a natural disaster. The chance of sustaining damage from an earthquake, tornado, or wildfire is much lower than the national average. There is, however, a moderate risk of flooding, with 25% of properties in Front Royal potentially vulnerable.

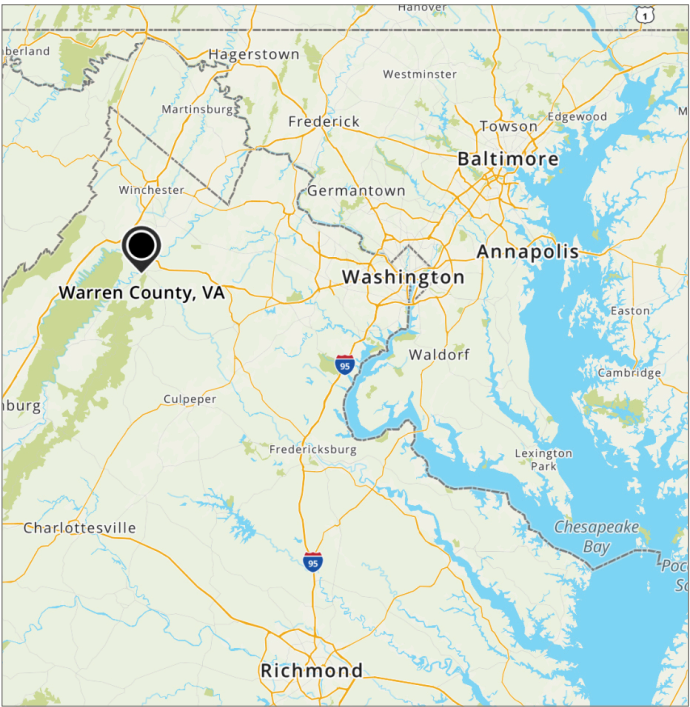


Figure 1: Location of Warren County, Virginia

Table 1: Warren County Demographics

Distribution by Race		Distribution by Age	
White	83.7%	0 to 14	17.9%
Black	5.1%	15 to 24	11.3%
Asian	1.2%	25 to 44	26.0%
Native American	0.1%	45 to 64	28.0%
Some Other / Two or More Races	9.9%	65 to 84	15.4%
Total	100.0%	Over 85	1.3%
Hispanic (all races)	6.7%	Population 41,104	

Educational Achievements (25 & Over) and Other Statistics	
High School or Higher	89%
Bachelor's Degree or Higher	24.5%
Median Age—Warren County	40.5
Median Age—U.S.	38.7
Median Household Income—Warren County	\$84,331
Median Household Income—U.S.	\$74,538
Poverty Rate	11.3%

Source: U.S. Census Bureau

DEMOGRAPHICS

See Table 1 for detailed information on the demographics of Warren County. What is not reflected in these statistics is how its population has shifted over the years. The median age has increased and the birth rate has decreased; however, the County is still a popular place to raise a family. The community has also become more diverse over the past decade. Finally, the County’s population is slowly but steadily increasing at a rate of about 1.1% year over year.

COMMERCE

Warren County has a strong economy based on several key industries. Its advantageous location and robust infrastructure make it the ideal home for companies in transportation, manufacturing, food production, and logistics.

The County is a hub for domestic and international shipping in the Shenandoah Valley region. Interstates 66 and 81 provide four-lane access to the Virginia Inland Port, an inland Customs Clearance and intermodal transfer depot with direct rail to deepwater international ports at Norfolk. This convenient transportation network benefits transportation and shipping

companies like UPS and TNT Transportation and makes Warren County a natural home for logistics and distribution.

Warren County has three fully developed industrial parks, which make it a prime location for manufacturing and food production companies. Axalta Specialty Coatings and Toray Plastics have thrived here for over twenty years. Companies like Sysco Foods, Hearthside Foods, and Nature’s Touch also maintain high quality production facilities in the County and employ a significant number of residents.

One of Warren County’s best kept secrets is its residents’ expertise in information technology. Many County residents work in the IT sector, but most commute to the Washington D.C. area or work remotely from home. Clearly, there are opportunities for the right company to take advantage of this underutilized resource.

THE GOVERNMENT

Warren County is governed by a five-member Board of Supervisors, each elected to represent one magisterial district. Supervisors serve staggered terms of four years each. The Board selects a Chair annually. One Supervisor has served for five years, two supervisors have served for three years, and two additional Supervisors have served for one year. Two seats are set for reelection in November 2025, and the other three in November 2027. The Board of Supervisors has the responsibility of directing policies for County affairs. The Board also appoints the County Administrator, the County Clerk, and the County Attorney and participates in the selection of Department Heads. The Board truly has the best interests of the County at heart and work together for the betterment of the County.

Table 2: Principal Employers, Warren County, Virginia

Employer	Industry	Number of Employees
Warren County School Board	Education	750-1000
Family Dollar Services	Warehousing/Storage	250-499
Valley Health System	Healthcare	250-499
Flour Power (Milti) LLC	Wholesale Food Production	250-499
Rural King	Retail	250-499
Axalta Coatings Systems Usa LLC	Chemical Manufacturing	250-499
Wal Mart	Retail	250-499
Sysco Resources Services LLC	Administrative and Support Services	250-499
County of Warren	Government	250-499
Christendom College	Education	100-249

Source: Warren County, Virginia 2023 ACFR

The County Administrator manages the daily functions of the County. He or she maintains communication with the Board of Supervisors and implements its decisions. The County Administrator

guides and coordinates the efforts of the County Departments. In addition, he or she provides general information to staff, boards, commissions, and members of the public and fosters community involvement by overseeing and coordinating community service and volunteer programs.

Warren County has 19 departments, including Building Inspections, Economic Development, Finance & Purchasing, Fire & Rescue, Human Resources, Information Technology, Parks & Recreation, Planning, Public Works, and Social Services. Together, these departments offer County residents a wide array of services. It does not, however, provide utilities.

Warren County employs about 400 people, including Social Services but not school employees. The County Administrator oversees ten employees directly. The County does not have unionized employees. Warren County’s total budget for the most recent fiscal year was \$185 million. Its general fund budget was \$70 million plus a \$28 million transfer to the schools. The remainder consists of Federal and State funding to the schools.

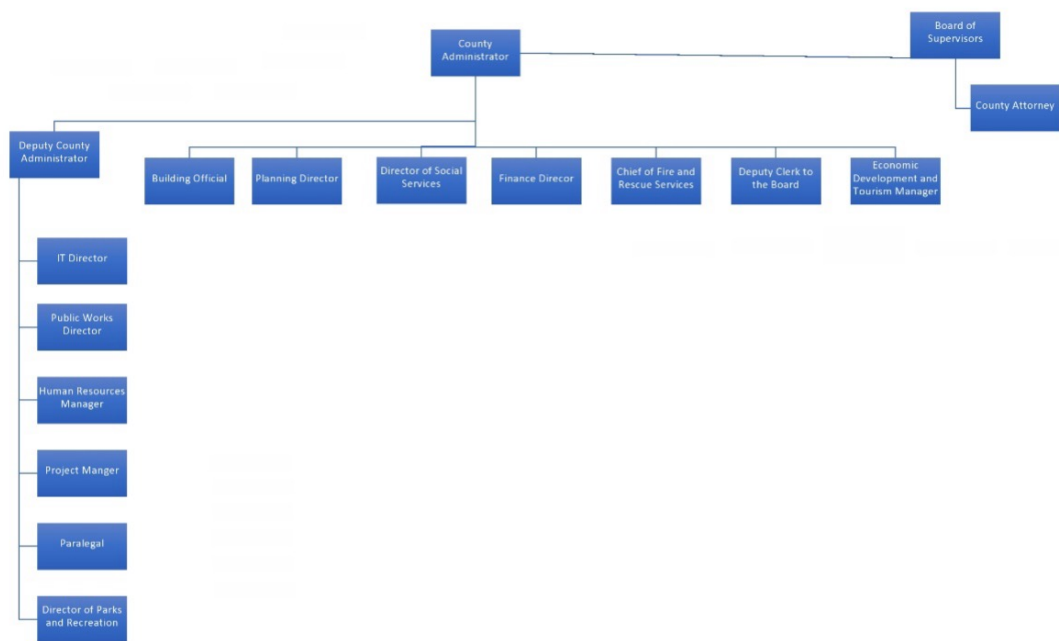
THE CHALLENGES AND OPPORTUNITIES

While the County has numerous challenges, they are manageable and indeed are opportunities for a County Administrator to leave a lasting legacy.

First will be navigating the five personalities on the County Board of Supervisors. While the Supervisors all have the best interests of the County at heart, their views of how to make Warren County a great county in which to live, work and play can differ. The next County Administrator will need to provide counsel, coaching, and set clear boundaries between the Board and staff. This will require a steady hand as the County Administrator serves at the pleasure of the Board.

Second, the former executive director of the Economic Development Authority of Front Royal and Warren County was convicted in November 2023 of stealing more than \$5 million in authority funds and was sentenced to prison. This corruption came as a great shock to the community and County officials and

FIGURE 2: WARREN COUNTY ORGANIZATIONAL CHART







decimated the morale of residents and staff alike. As such, residents are apprehensive in trusting the County government. The next Administrator will assist in helping the community heal and move on from this unfortunate circumstance.

Third, like many local governments across the country, Warren County is in debt. A portion of this debt is due to the embezzlement scandal, but most is due to the naturally occurring debt of a local government – building schools, parks, and other buildings. Due to these financial obligations, there is a long list of capital improvements that are needed, which have been pushed back. The good news is that the County is actively working towards eliminating that debt, but a routine maintenance schedule needs to be created to allocate funds for normal servicing.

As an associated opportunity, the County is looking at several possibilities to increase revenue rather than increasing taxes. Some of these prospects include seeking out ways to increase tourism throughout the County, bringing in small and large businesses through economic development, and building on Warren County's strengths like shipping and land use.

Fourth, as the County is moving forward with plans to help strengthen the fiscal viability of the County, residents want the area to maintain its charm and small-town feel. In fact, many residents choose to live in Warren County, and have done so for many years, due to its quaint ambiance. This kind of request will require a fine balance that only a practiced Administrator will be able to facilitate.

Finally, there is a disagreement concerning the future of the Samuels Public Library in Front





Royal. The library is currently controlled by an independent board run by a nonprofit organization called the Samuels Family Foundation. The foundation has routinely challenged efforts by Warren County to control its operation and the community is divided on who should oversee the library. The Board of Supervisors may need the Administrators skillset to help resolve the problem.

There are shared issues that exist in the County that Warren County cannot resolve by itself. These shared issues will require assistance from other communities, the state, and the federal government. These varied partnerships are essential to make meaningful progress and can't be emphasized enough. A successful Administrator must be able to adeptly navigate these relationships when it comes to appropriations and other external funding opportunities. Examples of such issues include traffic, the opioid epidemic, tourism, poverty levels, and economic development.

#### THE IDEAL CANDIDATE

The Board of Supervisors is seeking an achievement-oriented leader and Administrator. They want someone to work with them as a partner and trusted advisor while understanding he/she works for the elected officials and takes direction from them. The individual will be someone who will be honest and tell them what they need to hear. The next County Administrator will know how to look past the politics, and move forward with the Board's vision. The next Administrator should encourage and support the Board in a strategic planning process to create or update long-term goals for the community.

The best candidate will be comfortable in their own skin, exude professionalism, and inspire confidence. The next Administrator will need to be able to balance competing points of view, find common interests, and bring people to consensus. He/she will ensure all the officials have the same information at the same time and will focus on satisfying the needs of the Board. In other words, everyone will be fully informed, and there will be no surprises.

The ideal candidate will be approachable, receptive, open minded, and transparent as well as organized, intelligent, friendly,

dynamic, cheerfully persistent, extremely positive and very proactive. The individual will have a "can do" attitude and be a visionary - yet practical. The best candidate will think strategically and be able to look over the horizon to anticipate problems and fix them before they become issues. He/she will not be comfortable sitting behind a desk and giving instructions. Rather, the Administrator will be in the field becoming familiar with department operations; likewise, he/she will be in the community and participate in activities, talking to people, listening and learning. A sense of humor will be important, as will a calm bedside manner.

Ideally, the selected individual will create a culture of positivity, set goals, and rely on subordinates to do their jobs competently. Training and guidance will be needed, as will placing the right people in the right positions. The Administrator will be a mentor and encourage staff development. He/she will recognize that diverse opinions lead to better decisions and programs. Building teams and promoting teamwork will be important. Good judgment in hiring will be critical.

Customer service, along with communication, and integrity will be core values for the Administrator. Warren County expects the Administrator to be someone who leads by example and encourages the staff to find ways to get to "yes." Customers are not always right, but their needs and concerns should be addressed promptly. They should be treated fairly, and an honest effort should be made to solve their problems. If a solution is not possible, an explanation of why should be given.

The County is seeking someone who is a critical thinker who is always asking if there is a better way to conduct business and address problems. Analytical skills, as well as a knowledge of how to develop relationships, are a must. In a very real sense, the County is a corporation and should be run as such.

The next Administrator will have strong skills in management, budgeting and financial experience managing public fund portfolios, and economic and land development. A track record of success in intergovernmental relations will be important as the County frequently interacts with other nearby local governments.

The ideal candidate can have public or private sector experience. The position requires a minimum of a bachelor's degree in public administration, business administration, or other related fields from an accredited college or university. The ideal candidate should have a minimum of 5-10 years of progressive senior management experience as a County Administrator, Deputy County Administrator, Department Head, or comparable corporate or military experience. A master's degree in business, public administration, or related field is preferred, but not required. Finally, while Warren County has its challenges, it is a true treasure and wants an Administrator that is committed to remaining in this position for the long term.

## COMPENSATION

The salary range is \$160,000 to \$200,000 and the salary will depend on qualifications and experience. Benefits are excellent. The County Administrator will be part of the VRS Public Employees Retirement System.

## THE MOST RECENT COUNTY ADMINISTRATOR

The current County Administrator is retiring after serving 5 years in this position.

## RESIDENCY

The County Administrator must reside full-time within the County.

## HOW TO APPLY

E-mail your cover letter and resume to [Recruit28@cb-asso.com](mailto:Recruit28@cb-asso.com) by June 20th. Questions should be directed to Scott Krim at (801) 628-8364 and then Lynelle Klein at (970) 433-7189.

## INTERNAL CANDIDATES

The Board of Supervisors is committed to a level playing field and the best person will be selected for the position, whether internal or external.

## CONFIDENTIALITY

Information concerning candidates will only be released with their permission. Further, although the County Administrator is a relatively high-level position, we do not anticipate any media scrutiny.

## THE PROCESS

Applications will be screened between May 16th and July 8th. Finalists will be selected on July 14th. A reception and interviews will be held on July 25th. A selection will be made shortly thereafter.

## OTHER IMPORTANT INFORMATION

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

## ADDITIONAL INFORMATION

For additional information about the County, visit:

[www.warrencountyva.gov/](http://www.warrencountyva.gov/)  
[www.frontroyalchamber.com/](http://www.frontroyalchamber.com/)  
[www.wceda.com/](http://www.wceda.com/)  
[www.warrencountyva.gov/545/ACFR](http://www.warrencountyva.gov/545/ACFR)  
[www.warrencountyva.gov/519/Budget](http://www.warrencountyva.gov/519/Budget)  
[www.warrencountyva.gov/260/County-Comprehensive-Plan](http://www.warrencountyva.gov/260/County-Comprehensive-Plan)  
[www.experiencewarrencountyva.com/](http://www.experiencewarrencountyva.com/)  
[www.discoverfrontroyal.com/](http://www.discoverfrontroyal.com/)  
[www.downtownfrontroyal.com/](http://www.downtownfrontroyal.com/)  
[www.shenandoahvalley.org/destinations/warren-county/](http://www.shenandoahvalley.org/destinations/warren-county/)  
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