



Executive Director Position Available — Apply by: **March 7, 2014**



Camden County, GA Joint Development Authority

Population: 51,513

Camden County is truly “Georgia’s Coastal Community of Choice”. The county’s prime location along the Atlantic gives its citizens the attraction of a small, quaint coastal town with metro advantages. The county is rich in history, scenic beauty, and southern hospitality. If you are an experienced, forward-thinking and motivated economic development professional, we invite you to apply to be the county’s Joint Development Authority (JDA) Executive Director.

Camden County is located in the extreme southeast corner of Georgia. Originally formed on February 5, 1777 it is the second of eight original counties formed in Georgia, and it is the seventh largest county at 613 square miles. Camden County is located approximately 35 miles north of Jacksonville, Florida, and 100 miles south of Savannah. Nearby, there is convenient access to interstate highways, such as the I-95 corridor which

runs through the county. A short drive will accommodate any travel needs, giving you access to the Jacksonville Amtrak station as well as the Jacksonville International Airport.

The county is home to Naval Submarine Base Kings Bay, the east coast residence to Trident nuclear powered submarines. The base is homeport to the most powerful and strategic vessels produced for the U.S. Navy, such as the Atlantic Fleet's Ballistic and Guided Missile Submarines. Established in 1978, the base is the largest employer in the area and is home to Submarine Group 10, Submarine Squadrons 16 and 20, Trident Training Facility, Trident Refit Facility, Marine Corps Security Force Battalion, Strategic Weapons Facility Atlantic, Naval Support Services Command and other support providing commands. Kings Bay encompasses 16,994 acres, of which 4,000 acres are protected wetlands, and serves as a key contributor to our

nation's strategic defense posture, as well as being a driver of quality growth within the county. Camden County is also proud to be the home of Coast Guard Maritime Protection Unit Kings Bay which has a strong presence and tremendous impact on our community.

Many recreational opportunities exist throughout the county including several golf courses, numerous parks and trails, hunting, fishing and boating on the county's waterways are all exceptionally popular activities in which resident and visitors take part. The Camden County Leisure Services provides a variety of high quality activities such as basketball, racquetball, spin studio, aerobics room, a fully equipped gym and a pool.

Residents have the ability to say they live on the Gateway to Cumberland Island National Seashore, one of only ten national seashores in the United States. The island is Georgia's largest and southernmost barrier island, home to pristine maritime forests, undeveloped beaches, and wide marshes. The island is approximately 18 miles long and between one-half and 3 miles wide, or about 40 square miles. Visitors can enjoy camping, hiking, bird-watching, beach combing, historical architecture and photography. Access to the island is via a passenger ferry located in downtown St. Marys with only three hundred visitors allowed on the island daily.

For cultural enthusiasts, the St. Marys Little Theater offers diversity in cultural arts through live performances, community participation, workshops and other outreach programs. Featured in Georgia Traveler, the Woodbine Opry, located in the Old Woodbine Schoolhouse, performs every Friday and Saturday night. The opry offers bluegrass, gospel and country music performances. A short drive to the south is Jacksonville, Florida. This arts and cultural community offers museums, boutique galleries, festivals and performing arts.

Practical benefits abound in Camden County. The county offers an abundance of affordable housing to meet every lifestyle and budget. Whether you are looking for an apartment, an existing residence, waterfront property, or new construction, the county is sure to have the home to suit your needs. A typical 3-Bed/2-Bath home lists from \$100,000 to \$175,000. Crime rates are very low. Residents feel safe and comfortable in their homes and in the community.



Southeast Georgia Hospital Camden Campus was recently awarded Georgia Alliance of Community Hospital's "Small Hospital of the Year". The hospital offers a 40-bed acute care facility with a 24-hour Emergency Care Center, Intensive Care, Medical-Surgical unit, Maternity Care Center and a Cancer Care Center.

The Camden County school system offers superior education in nine elementary schools, two middle schools and one high school. All of the county's schools are 100% compliant with Georgia Public School Standards and are fully accredited by the Southern Association of Colleges and Schools. The district has been named a Southern Association of Colleges and Schools "Super District" for the last three years and its pre-kindergarten program has been awarded "Accreditation with Quality" by the Georgia Accrediting Commission. Newsweek magazine ranked Camden County High School as one of the best high schools in the nation, being one of only 6% of public schools in the United States to make the list. The high school offers 45 official extracurricular activities for students, as well as the renowned Wildcat football team. The Wildcats won three Georgia State championships in 2003, 2008 and 2009.

Camden County also offers advanced educational opportunities for all. There are many educational opportunities in Camden at all levels of study and many services to help students increase their chances of success. The College

Table I: Educational Attainment for Those Over 24

Achievement Level	County %	U.S. %
Less than a high school degree	10.4%	14.2%
High school degree / Some college / Associate's degree	70.6%	56.3%
Bachelor's degree or higher	18.8%	28.5%

Source: U.S. Census

of Coastal Georgia offers a state of the art facility with four-year baccalaureate degree programs and on-campus student housing. The 50,000-square-foot campus provides full dining facilities, bookstore and coffee shop, health center, and the Stembler Theatre. Also available are extension campuses of Brenau University, Troy University and Valdosta State University to ensure that residents can obtain undergraduate and graduate degrees without leaving the area. Technical training is also readily available through Altamaha Technical College. Additionally, colleges and universities in Jacksonville, Florida are in close proximity.

Demographics

Camden County is younger than the national average. The median age for the county is 31.3, as compared to 36.8 for the nation as a whole.

In terms of race, the population is 74.4% Caucasian, 19.3% African American, and 1.6% Asian American, with the remainder of the population being made up of other races or more than one race. Regarding ethnicity, 5.1% of the population is made up of Hispanics of any race.

Per the 2010 census, the median household income is \$54,155. According to the state of Georgia, the unemployment rate is 7.2%. A comparison of educational achievement for the county to that of the nation as a whole is found in Table I (above).

Climate

Camden County is classified as a humid subtropical climate with mild and wet winters and warm and humid summers. Table II (bottom) provides specifics:

Camden County is generally not subject to extreme weather events. In fact, the last major hurricane to strike the area was Hurricane Dora in 1964, and it only caused very minor damage.

Table II: Climate Data for Camden County

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Year
Average High °F	64	67	72	77	83	87	90	89	86	80	73	67	78
Average Low °F	47	49	55	60	67	73	74	75	74	67	57	50	62.3
Precipitation Inches	3.4	3.0	3.7	2.5	2.8	5.4	4.9	6.9	7.4	5.2	2.4	2.6	50.4

Source: National Oceanic and Atmospheric Administration

Organization & Government

The Camden County Joint Development Authority was established in 1981 by joint resolution of Camden County and the Cities of Woodbine, Kingsland and St. Marys. The Authority was created in accordance with the Georgia Development Authorities Law and was empowered with unique tools to promote business, industry, and agriculture within the County.

The Authority is governed by a nine-member Board of Directors appointed by local governments. It is comprised of three County representatives, and two representatives from each of the three Cities (Kingsland, St. Marys, and Woodbine).

Commerce

Many of the county's commercial activities center on the Naval Submarine Base Kings Bay, as evidenced by Table III (bottom right).

The Joint Development Authority (JDA), with assistance from the Board of Commissioners, Office of Commercial Space Transportation-Federal Aviation Administration, the Georgia Department of Economic Development, the Georgia Department of Transportation, local governments, and commercial space companies, is pursuing development of a commercial space launch site in Camden County. The JDA has identified a prime site with history of space activity. The JDA is engaged in negotiations with the property owner, and is seeking to acquire and license the site for development of an aerospace industrial park that may eventually be home to a variety of commercial space companies.

Camden County has many things to offer:

- Over 28 miles of Interstate 95, within 30 miles of Interstate 10 and 80 miles of Interstate 16
- Deep water ports
- Rail service and connectivity
- Biggest border city to the State of Georgia (Jacksonville) is just thirty minutes nearby
- The only Navy base in Georgia and home to the Atlantic Fleet Ballistic and Guided Missile Submarine Force
- A "Work Ready" certified workforce

- Three universities, a technical college, and award winning high-school to train and equip the workforce
- Foreign Trade Zone Status
- Home to Cumberland Island, one of only ten national seashores

Workforce

Camden County has a vast and experienced workforce in high-technology, alternative energy, engineering, manufacturing, and research and development. The county is a Certified Work Ready Community which means, job seekers as well as workers currently employed in Georgia can pursue a Work Ready Certificate to help them better market their skills to current and future employers. Participating individuals receive a Work Ready Certificate indicating their level of work readiness based on their performance. Also, as home to Kings Bay Naval Submarine Base, the county has a constant influx of capable, disciplined, and highly skilled workers.

Challenges

The first significant challenge facing the next JDA executive director is that the county would like to grow and diversify its economic base. Officials would like to attract new industry and commerce and to provide residents with the opportunity for high-wage employment. The county has a great deal to market, from tourist attractions, to strong and steady political bodies, excellent transportation, proximity to Jacksonville, a great educational system, low crime rates and a solid consumer base. It is believed these attributes have not been marketed as well as they could have been. The next Joint Development Authority

Table III: Principal Employers, Camden County, GA

Employer	# of Employees
Naval Submarine Base Kings Bay	8,979
Camden County School System	1,241
Express Scripts	625
Lockheed Missile and Space	516
Southeast Georgia Health System	450
Camden County Government	373
Wal-Mart Supercenter	350
Kings Bay Support Services	350
General Dynamics / Electric Boat	129
Publix Supermarkets	114

Source: CAFR 2013

executive director will need to change that.

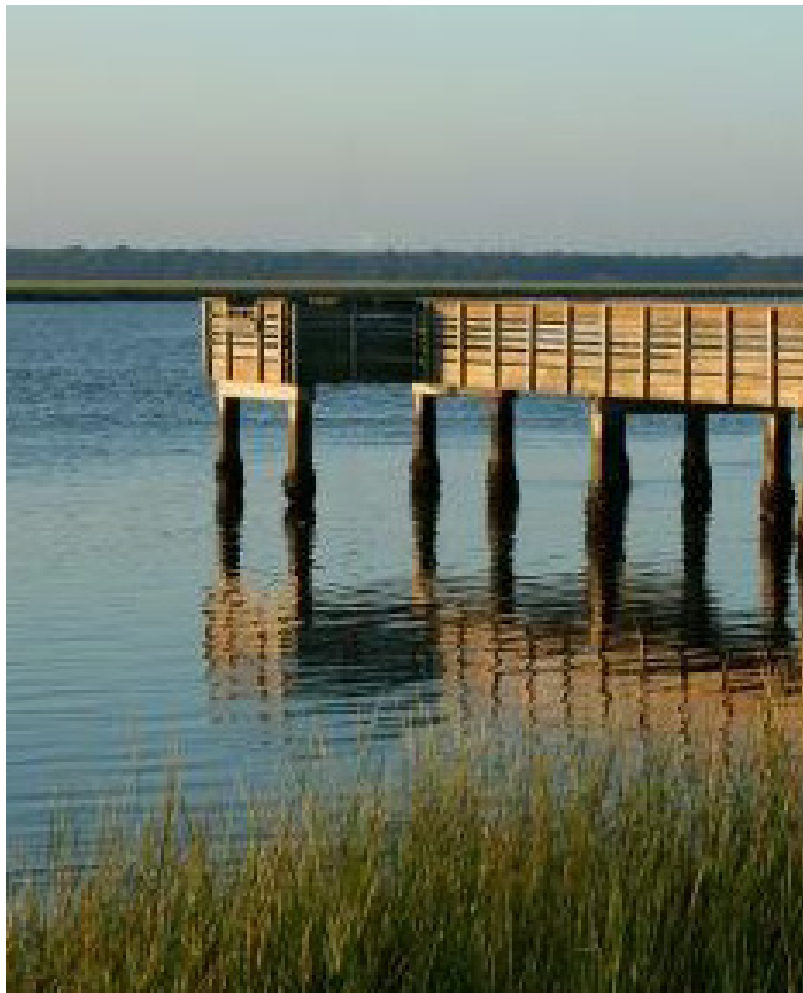
Second, the next director will need to develop a strategic plan for going forward. That will include evaluating the county's strengths and weakness and determining which industries would be best to engage.

Third, the JDA would like to create some type of business retention program. The idea would be to retain and grow existing businesses and contribute to their stability.

Fourth, successful economic development also depends on a number of other governmental agencies beyond the JDA. In the past, these relationships have not always been the best. The next director will need to build bridges and establish collaborative partnerships with other municipal agencies (as well as the private sector) in order to facilitate development in the county.

The Ideal Candidate

The ideal candidate must grow strong relationships with the county's current businesses, non-profits, education and workforce development communities and the chamber of commerce. The incumbent in this position must actively and strategically market the county as a premier



location to site a business and develop the many human, land and environmental assets of the area, while creating and delivering on a strategic economic development plan.

The Executive Director Must:

- Direct, coordinate, monitor and evaluate the strategies, programs, activities and incentives to ensure business retention and expansion within the community.
- Compile and maintain critical information desired by development prospects such as economic data, land/structure availability, market information, and business support resources.
- Design surveys, questionnaires, and methodologies.
- Research and analyze data and trends.
- Draw conclusions, develop recommendations and courses of action and synthesize information into reports..
- Facilitate collaboration among local, state, and federal economic development organizations, public/private and non-profit organizations.
- Promote sustainable economic development and ensure that diverse business and job opportunities are accessible and relevant to all segments of the community.
- Identify tracks and analyze critical performance data and assess the impact of the county's investment in economic development, the structure and dynamics of the local economy, local business and employment trends, workforce readiness and other data.
- Supervise, direct, and evaluate assigned staff.
- Handle employee concerns and problems; direct work; counsel and discipline staff; complete employee performance evaluations; recruit, appoint, and train staff when needed .
- Also, prepare reports and presentations; deliver presentations to a variety of audiences.
- Prepare grant applications and contract to secure funds and services for economic development

purposes. Facilitate the cooperative work of contractual agencies that are performing services on behalf of the county to further the economic development initiatives.

- Must attend public and community meetings; coordinate meetings and activities, and review minutes of meetings related to various programs, community organizations, and agencies. Performs other related duties as assigned.

The executive director will be friendly with excellent interpersonal skills. He or she will connect with others and build partnerships through which progress and growth can be readily accomplished. The ideal candidate will be a relationship and coalition builder, able to reach out to constituents, both those who understand and support economic development and those who are skeptical of the role that the public sector should play in promoting business.

The ideal candidate will have an employment history of 7+ years of progressively more responsible experience in economic development, and a track record of excellence in attracting economic development. Experience building strong intergovernmental relations, and developing strategic plans and economic clusters are a definite plus. Candidates should have at least a bachelor's degree, preferably a master's degree.

Residency

It is expected that the director live within the county's boundaries.

Compensation

The salary will be extremely competitive and will depend upon experience and qualifications. The JDA also offers excellent health/dental employee and dependent benefits; and retirement.

Confidentiality

Camden County Joint Development Authority is committed to honoring the confidentiality of all applicants to the fullest extent possible, while complying with Georgia Open Records and Open Meetings Law.

How To Apply

E-mail your resume to Recruit35@cb-asso.com by March 7, 2014. Faxed and mailed resumes will not be considered. Questions should be directed to Tom Andrews at (410) 758-2931 or Colin Baenziger at (561) 707-3537.

Schedule

Candidates will be screened between March 8, 2014 and April 16, 2014. Tentatively, interviews will be held on April 24, 2014. Recruitment will continue until the position is filled.

Other Important Information

Camden County is an Equal Opportunity Employer and values diversity. It strongly encourages minorities and women to apply. It is also a drug-free, smoke-free workplace.

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING



Executive Director
Camden County, Georgia, Joint Development Authority