



## The City of Raleigh is Seeking a Strategic Planning and Performance Manager

The City of Raleigh, NC invites qualified candidates to apply for the Strategic Planning and Performance Manager position.

### Our Commitment to Strategic Planning and Performance Management

This is an exciting time to be in the City of Raleigh. The City of Raleigh and the Triangle region of North Carolina are known for high quality of life and innovation. With the unanimous adoption of the Strategic Plan by the City Council in April 2015, the City has made a commitment to strategic planning and performance management. This plan is the product of the engagement of the new City Manager, executive team and more than 200 employees across the entire City organization.

The Strategic Planning & Performance Manager advises and partners with three Assistant City Managers who oversee six strategic focus areas. The individual will continue preliminary work to re-engineer and align the City's performance management system with the Strategic Plan. This leadership position offers the opportunity to serve as a visible champion and change agent for the organization in the aligning priorities, allocating resources and producing results that help the City achieve its strategic objectives.

# The Raleigh Community

The City of Raleigh, founded in 1792, is the second largest city in North Carolina and is situated in the heart of North Carolina's Piedmont region, which is centered between the sandy Atlantic beaches and the Great Smoky Mountains. The City is both the county seat of Wake County and the capital of North Carolina. Raleigh covers an area of more than 144 square miles and is home to a growing and diverse population of more than 423,000 residents. Together with Chapel Hill and Durham, Raleigh forms the Research Triangle Park, which was founded in 1959 as a model for research, innovation and economic development and is now the largest research park in the nation. The metropolitan area, which encompasses Raleigh, also includes Wake, Durham, Orange, Franklin, Chatham and Johnston counties with a population of 1.6 million.

Raleigh is also home to several institutions of higher learning, including North Carolina State University, Wake Technical Community College, Meredith College, William Peace University, Shaw University and St. Augustine's University. Raleigh is consistently recognized as one of the best communities to live, work and play.



# The Strategic Plan

The Strategic Plan will guide the City's work as it grows and responds to the evolving needs of residents. Over the next three to five years, the strategic plan will point the way toward maintaining and improving the qualities that make Raleigh an outstanding city. The City will focus efforts and resources in ways intended to have the greatest impact in the six key focus areas over the life of the plan.

The Raleigh City Council marked a milestone when it adopted the strategic plan in April 2015. The Council has established six key focus areas that reflect the chief components that support the current and future identity and character of the City. The plan contains citywide objectives and strategic initiatives needed to achieve them. The strategic plan was more than a year in the making. The City Council initiated and oversaw its development beginning in January 2014 with the development of the six key focus areas at their annual retreat. Taking the Council-generated focus areas, work groups of more than 150 City staff members fleshed out objectives and initiatives for Council review and revision prior to adoption in April 2015. The strategic plan's objectives and initiatives correspond with the six key focus areas and align with work the City has previously completed, including the 2030 Comprehensive Plan that provides long-range guidance for growth and development. While some strategic plan initiatives are already underway, others will require further staff evaluation or will involve partnerships with the private sector, educational institutions and other community groups. Over the next several months, City staff will develop structures and processes to pursue the strategic plan's objectives and initiatives and to measure and to report on the City's progress.



# City of Raleigh Strategic Plan



## Arts & Cultural Resources



Embrace Raleigh's diverse offerings of arts and cultural resources as iconic celebrations of our community that provide entertainment, community and economic benefit.

## Economic Development & Innovation



Maintain and grow a diverse economy through partnerships and innovation to support large and small businesses and entrepreneurs, while providing employment opportunities for all citizens.

## Growth & Natural Resources



Encourage a diverse, vibrant built environment that preserves and protects the community's natural resources, while encouraging sustainable growth that complements existing development.

## Organizational Excellence



Foster a transparent, nimble organization of employees challenged to provide high quality, responsive and innovative services efficiently and effectively.

## Safe, Vibrant & Healthy Community



Promote a clean, engaged community environment where people feel safe and enjoy access to community amenities that support a high quality of life.

## Transportation and Transit



Develop an equitable, citywide transportation network for pedestrians, cyclists, automobiles and transit that is linked to regional municipalities, rail and air hubs.

# Candidate Profile

The Strategic Planning and Performance Manager reports to the Budget and Management Services Director, but works directly with the City Manager, three Assistant City Managers and staff throughout the organization to promote the effective development and implementation of the citywide strategic plan and performance measurement system. It will be important that candidates can demonstrate experience developing and facilitating cross-disciplinary teams through effective meeting design. The City is interested in candidates that can demonstrate their skills in leadership, communication and team building. In addition, the City seeks those with the ability to partner with the City Manager's Office and City staff to deliver on ambitious strategic plan milestones and serve as a change agent for the organization.

Consistent with the job duties, immediate priorities for the new manager include: 1) developing a performance measurement system, starting with the creation of draft performance measures and targets to be shared with the Mayor and City Council members at their January 2016 retreat, 2) working cross departmentally to outline the goals of each strategic plan initiative and to determine deliverables and timelines to meet those goals, and 3) supporting city staff in development of fiscal year 2017 department business plans that reflect key duties and align with the City's strategic priorities.

## Education

Bachelor's degree in public administration, business administration, or related field. Master's degree in public or business administration or related field is strongly preferred.

## Experience

At least five years of progressively responsible management experience within a complex organization operating under an organization-wide strategic plan and performance management system. Preference will be given to candidates who have served in a similar role of providing leadership for the development and implementation of a strategic plan and performance management system for an organization with diverse operations.

## Compensation and Benefits

The City of Raleigh offers a salary that is competitive for communities of comparable stature and is based on the selected candidate's qualifications and experience. Benefits include participation in the Local Government Employees' Retirement System, vacation and sick leave, paid holidays, group life insurance, matching 457B retirement savings plan, and medical/dental insurance.

## Application and Selection Process

The application deadline is October 2, 2015. To be considered please complete an application at [www.raleighnc.gov/employment](http://www.raleighnc.gov/employment). Attach a letter of interest, resume and salary requirement to your electronic application. Candidates best suited for the position will be invited to participate in the interview process. Interviews are expected to be held during the week of October 12, 2015 with final selection decisions being made by October 30, 2015.

