



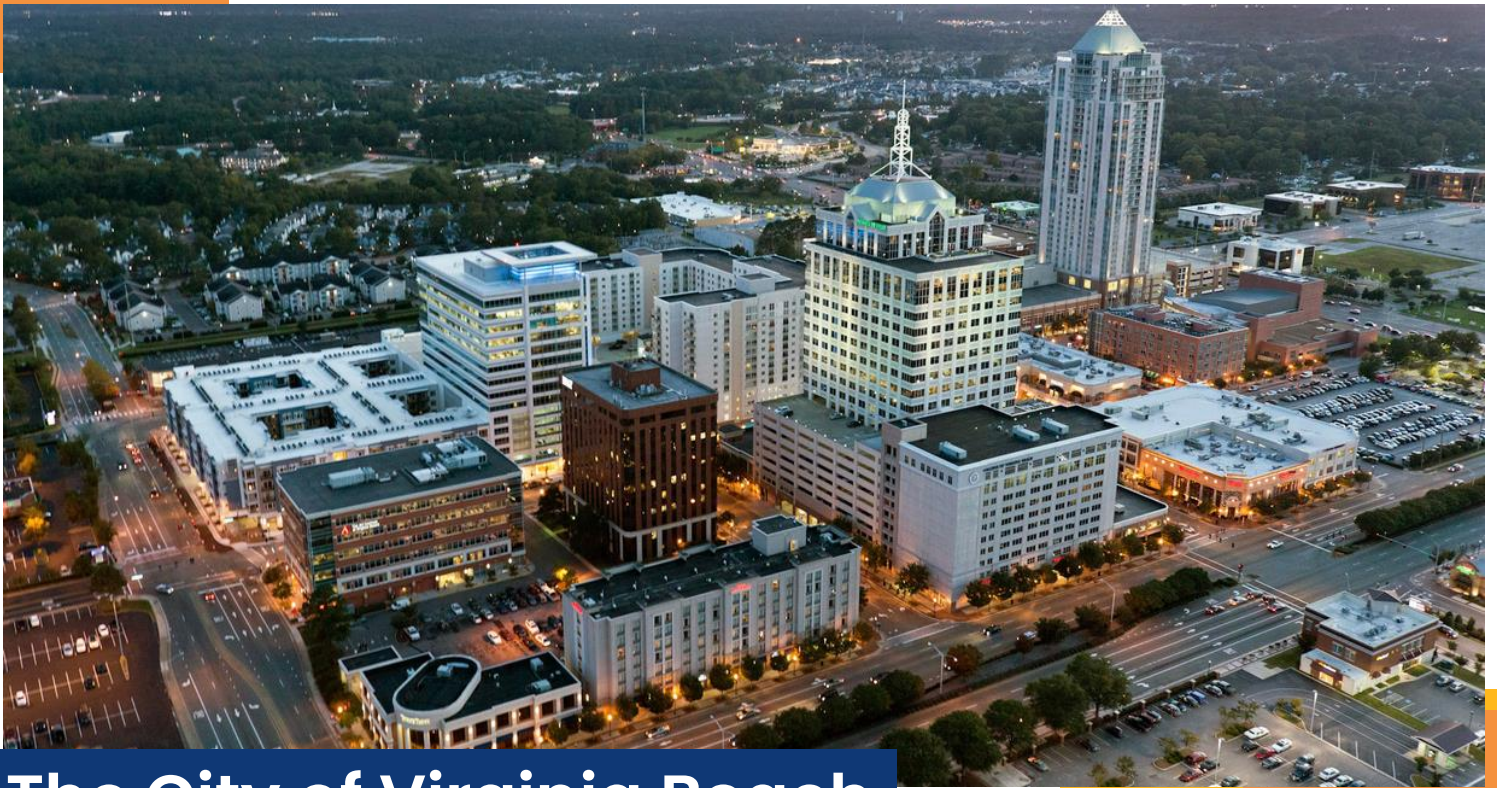
The City of Virginia Beach
is now hiring

Director of Performance & Analytics



Lead and inspire data-informed decision
making to provide exceptional services.





The City of Virginia Beach

The City of Virginia Beach exists to enhance the economic, educational, social and physical quality of the community and provide valued, sustainable, municipal services. The City is lead by the City Manager in a Council-Manager form of government, inclusive of 10 council members and the elected mayor. The City's organizational values guide member performance and define the culture. These values include quality customer service, teamwork, leadership and learning, integrity, commitment, and inclusion and diversity.



Virginia Beach, Virginia's most populous city with nearly 460,000 residents, is not only an oceanfront resort, but a great place to live and build a successful career.

With its 38-plus miles of beaches and almost 80 miles of scenic waterways, Virginia Beach is a vibrant East Coast city that nurtures a healthy mix of industry, attractions and people.



Things to Love

- 4th Hardest-Working City in America - Wallet Hub (2022)
- Recognized as one of the best-managed cities in America
- Best Large City for Veterans to Live - USA Today
- One of America's Most Literate Cities - The Huffington Post/CCSU
- AAA-rating from all three bond rating agencies (for 13 straight years)
- Nationally Acclaimed Public Schools
- 38 miles of beaches on the Atlantic Ocean & Chesapeake Bay
- 23,000 acres of farmland and agriculture is the City's third-largest industry, generating more than \$170 million in economic impact
- 265 parks covering more than 4,000 acres
- 7 public recreation centers and 10 public libraries
- Low crime rate

Perfect score on Human Rights Campaign's Municipal Equality Index three years in a row; and is among the best municipalities across the country for lesbian, gay, bisexual, transgender and queer (LGBTQ+) equality according to national civil rights organization, the Human Rights Campaign.

The City of Virginia Beach has also won two awards from the Center for Digital Government (CDG) as part of its sixth annual Government Experience Awards program, which recognizes how states, cities, and counties are using technology to deliver **exceptional citizen experiences**.



The Opportunity

The City of Virginia Beach is seeking a **Director of Performance & Analytics** to manage and enhance the City's comprehensive Performance Management System that uses data-informed decision making processes to achieve desired performance outcomes. This is an exciting opportunity to lead the performance management process, provide direction and leadership to the City's data strategy, utilize Lean Six Sigma principles to influence deficiencies in performance areas, and lead the citywide strategic planning process. The Director of Performance & Analytics will report directly to the Deputy City Manager and will provide leadership and oversight to a team of six in the Office of Performance and Accountability, with the possibility of additional resources being assigned to accomplish the Office's mission.

KEY PRIORITIES

- Lead performance review sessions based on executive briefing developed by a team of analysts, the data reported by departments, and the City Manager's priorities.
- Lead efforts to ensure that evidenced based practices and qualitative and quantitative data are analyzed, synthesized, and then presented in effective formats for executive decision-making.
- Conduct, coordinate, and oversee applied research initiatives.
- Develop meaningful key performance indicators (KPIs) for departments participating in the stat process.
- Cultivate and maintain a cadre of internal staff who are appropriately trained to provide facilitation services to City departments in support and advancement of their strategic planning and operational performance initiatives.
- Lead and oversee special projects.
- Identify opportunities for advanced analytics.
- Coordinate improvement sessions applying Lean Six Sigma principles to broken processes that are causing performance deficits as measured by KPIs discussed in the "stat" process.
- Prioritize processes that should be reviewed in-depth.
- Ensure follow-up on action items identified in performance review sessions.
- Coordinate an annual strategic planning and performance agreement process that establishes expectations for the departments.



The Ideal Candidate

The ideal candidate will have skill in varied research and statistical models, methodologies, and frameworks that can advance the organization's use of data to impact decision-making and optimize service delivery. They will have experience in strategic planning, knowledge of stat programs, and a broad understanding of local government – ideally having prior experience in enterprise-wide budgeting, strategic planning, or performance management.

- Demonstrated experience leading special projects for executive leadership or governing bodies.
- Experience presenting and communicating to executive leadership or governing bodies.
- Demonstrated analytical and applied research capabilities evidenced by past projects and deliverables.
- Experience working in cross-departmental teams, preferably leading them.
- Local government experience is a highly preferred.

Experience & Education

Related bachelors degree and masters degrees with major coursework in public administration, planning, geography, sociology, statistics, or similar field.

Supervisory experience as well as four (4) years of progressively responsible experience related to implementing performance management and metrics, process improvement and re-engineering, or strategic planning; OR any combination of education and experience equivalent to 10 years utilizing the representative knowledge, skills, and abilities as described.

Benefits & Compensations

The City offers a generous benefits package, which includes health, dental and life insurance, retirement and savings plans, holidays as well as annual and sick leave. Executive benefits include five (5) additional days of administrative leave per year and a car allowance. To review our benefits brochure, [please click here](#).

As a City Manager appointee, this position serves at the pleasure of the City Manager and is not considered part of the merit service as defined in City Code, section 2-75.

How to Apply

[Click here](#) to apply with resume and cover letter or visit:
www.virginiabeach.gov/careers

The position will remain open until filled and applications will be reviewed ongoing.

Questions? Contact Monica Kopin at mkopin@vbgov.com.

The City of Virginia Beach is an Equal Opportunity Employer and does not discriminate on the basis of race, color, sex, religion, national origin, genetics, disability, age, pregnancy and childbirth, and military status.

