

Overview

One of the wealthiest and most beautiful states in America, the Commonwealth of Virginia offers exceptional human capital, geographic, and infrastructure assets. Virginia is also home to a diverse array of leading private-sector firms, important military installations, and nationally recognized universities, as well as one of the most educated populations in the country. Virginia's integrated transportation system of highways, railroads, airports, and seaports provides logistical advantages for companies in every industry, including notable access to the deepest and widest port on the East Coast and Washington Dulles International Airport.

For nearly three decades, the Virginia Economic Development Partnership (VEDP) has served as Virginia's state economic development authority. Like the special Commonwealth that it serves, VEDP is regarded as among the best in the country. As a quasi-independent state authority governed by a board of directors that spans gubernatorial administrations, VEDP is a nonpartisan organization with stable leadership and nimble, creative, mission-focused operations.

VEDP collaborates with local, regional, and state partners to encourage the expansion and diversification of Virginia's economy. VEDP works to accomplish these objectives through a variety of activities, including marketing and lead generation; business retention, expansion, and attraction; trade development; business intelligence; competitive benchmarking; site development; performance-based incentives; and talent solutions. VEDP has offices in Virginia, Germany, Japan, South Korea, and Taiwan.

By statute, VEDP creates economic opportunity for the Commonwealth through eight core categories of responsibility:

- Ensure that effective marketing programs are delivered
- Engage in business development activities
- Engage in product development activities
- Encourage coordination of economic development organizations
- Encourage exports of Virginia's products and services
- Assist in formulating Virginia's economic development strategies
- Administer economic development incentive programs
- Fulfill administrative and reporting responsibilities

With dedicated and knowledgeable professionals committed to Virginia's economic success, VEDP helps businesses find the resources they need to succeed in relocation and expansion.

VEDP has approximately 200 staff members and an annual operating budget of over \$50 million.



The Strategic Plan for Economic Development of the Commonwealth of Virginia is a five-year plan focused on achieving five Transformational Goals for Virginia and VEDP.

- 1. Robust State Growth:** Position Virginia to achieve a growth rate in employment and median earned income among the top 5-10 states in the U.S.
- 2. Every Region Wins:** Ensure that every region participates in the growth of the Commonwealth (i.e., all with positive growth in employment and median earned income)
- 3. Best State Business Climate:** Cultivate a leading business climate and sector-specific ecosystems
- 4. Top State for Talent:** Position Virginia as a top state for talent retention, attraction, development, and alignment
- 5. Most Innovative, Collaborative, and Effective State EDO:** Solidify VEDP's position as one of America's top state EDOs through an innovative strategy, collaborative approach, and effective outcomes

Position Overview

VEDP seeks the next leader of the Virginia Talent Accelerator Program to succeed the founding leader who is retiring in late 2024 after building the program from scratch and leading it to be consistently ranked as the top workforce incentive program in the nation. Through a talented team of ~35 dedicated staff members, the Virginia Talent Accelerator Program develops and delivers customized recruitment and training services as part of the incentive package that VEDP offers eligible companies to win the competition for coveted job creation projects. Delivered in partnership with the Virginia Community College System (VCCS), the Virginia Talent Accelerator primarily serves advanced manufacturing facilities. Technology firms and corporate headquarters are also eligible. The leader will manage a team of talented workforce development professionals who support leading client companies as they expand their existing Virginia presence or establish a new location. The core deliverables provide world-class training and recruitment solutions that are fully customized to a company's unique operations, equipment, standards, and culture. These services are part of a comprehensive suite of services which include video and visualization media development as well as advanced training in leadership, collaboration skills, and quality systems. All program services are provided at no cost to qualified new and expanding companies as an incentive for job creation.

The position reports to VEDP's leader of Talent and Workforce Solutions and requires strong leadership and management experience working to meet employers' talent needs, including a proven track record as a leader in one of the country's top-ranked state custom workforce development programs.

Overall success will include Virginia's custom workforce program being consistently ranked by leading economic development publications as the top-ranked (No. 1) such program in the country, as well as consistently receiving positive reviews by clients and partners. Additionally, Virginia will be seen as one of America's most innovative states in terms of workforce development and alignment of education and the labor market



Martinsville Speedway



Dynamic Aviation,
Rockingham County



Virginia International Gateway, Portsmouth

Core Responsibilities

The leader of the Virginia Talent Accelerator Program has direct responsibility for four core areas:

1. **Leadership of the Virginia Talent Accelerator Program:** Manage the Talent Accelerator team, leveraging their insights and ideas as well as those offered by clients and stakeholders to advance the program’s capabilities, efficiencies, and effectiveness. Ensure consistent engagement with VCCS on all manufacturing projects, and identify collaboration opportunities with other state, local, and regional workforce support organizations.
2. **Business expansion and recruitment support:** In coordination with Business Investment and various other divisions within VEDP, as well as with local/ regional EDOs, assist with the development and execution of business development efforts designed to increase VEDP’s success in securing significant business expansions and recruitment wins for Virginia, with a particular focus on rural regions and smaller metro areas. Additionally, the Talent Accelerator leader will serve as a strategic thought partner to other VEDP leaders and partners in crafting systemic talent solutions where the Talent Accelerator plays a key role.
3. **Leadership and administration:** Serve as an active, collaborative member of VEDP’s executive team, including active participation in key leadership meetings. As requested, attend external and legislative meetings on behalf of the CEO, delivering key messages and perspectives of VEDP as appropriate. As requested, develop analyses and proposals to support decision-making efforts related to human capital development. Provide strong leadership to other staff members within the Virginia Talent Accelerator Program. Ensure that all relevant HR and statutory responsibilities are consistently followed.
4. **Partnerships and collaborations with workforce-related organizations:** Due to the important role that the Virginia Talent Accelerator Program plays in Virginia’s workforce development ecosystem, the leader will play a key role as a collaborator with higher education institutions, workforce development boards, trade associations, and other groups. While VEDP does not have responsibility for these other organizations, we offer a unique perspective and platform through which to make recommendations for how the system’s effectiveness could be improved.

Knowledge and Experience

- At least 10 years of progressively responsible leadership and management experience in a high-performance workforce development organization
- At least five years as a leader in one of the country’s top-ranked state custom workforce development programs
- Significant experience with assessing, developing, and delivering custom training programs in rapid succession

- Management of internal direct reports and indirect reports
- Division/department management, resource allocation, and project delegation
- Project leadership and management, working within external/internal cross-functional teams
- Verbal and written communication expertise
- Operational performance management and reporting
- Support of organization-wide efforts
- Budget/contract preparation and administration

Preferred Experience

- Substantial experience in economic development with a track record of success
- Substantial private-sector experience working in and/or with large, multinational firm(s)
- Significant contacts with international firms, countries and/or trade promotion officers

Personal Attributes

- Excels under pressure, in a fast-paced, high-profile work environment
- Enjoys meeting needs/deadlines of internal and external customers
- Operationally-minded manager, who can identify and capture efficiency, quality, and effectiveness improvements
- Relationship builder, motivator, and team player
- Creative and entrepreneurial
- Strong work ethic
- Highly responsive
- Leads by example
- Strong relationship-building skills (natural, instinctive)
- Likable and comfortable in social settings
- Positive attitude and energetic
- Sound judgment
- Innovator
- Impeccable character
- Global acumen



Danville Community College



GEICO, Stafford County



Smith Mountain Lake, Franklin County

Education

- Bachelor's degree required, ideally in a relevant field; master's degree and/or other advanced degree(s) a plus, but not required.

Compensation

- Salary will be competitive and commensurate with experience and qualifications.

References and Background Information

It is VEDP's policy to complete an extensive background and reference check of candidates. Once strong mutual interest has been established, candidates are asked to provide a list of references that should include, but not be limited to, a supervisor, a peer, a development client and a subordinate, as applicable. Candidates will be asked to sign an authorization to release information for the purpose of background investigation, which may include verification of education, credit check, criminal, and driving records. Should an offer be extended prior to the completion of these checks, the offer will be made contingent on the successful completion of the reference and background checks.

Application Process

Being authorized to work in the U.S. is a precondition of employment. VEDP uses the E-Verify system and does not provide sponsorship.

All candidates must apply through our website www.vedp.org/careers. Applicants must submit a resume and cover letter. A valid Virginia driver's license and ability to obtain a passport is required. Application deadline: Nov. 1, 2024.

VEDP is an Equal Opportunity Employer. All applicants are considered for employment without regard to race, sex, color, national origin, religion, sexual orientation, gender identity or expression, age, veteran status, political affiliation, genetics, or against otherwise qualified individuals with disabilities. It is VEDP's intent that its employment and personnel policies and practices conform to all applicable federal, state, and local laws and regulations regarding non-discrimination and affirmative action. Applicants requiring more information or requiring assistance may contact VEDP Human Resources at 1.804.545.5634 or vedphr@VEDP.org. TDD 1.800.828.1120.