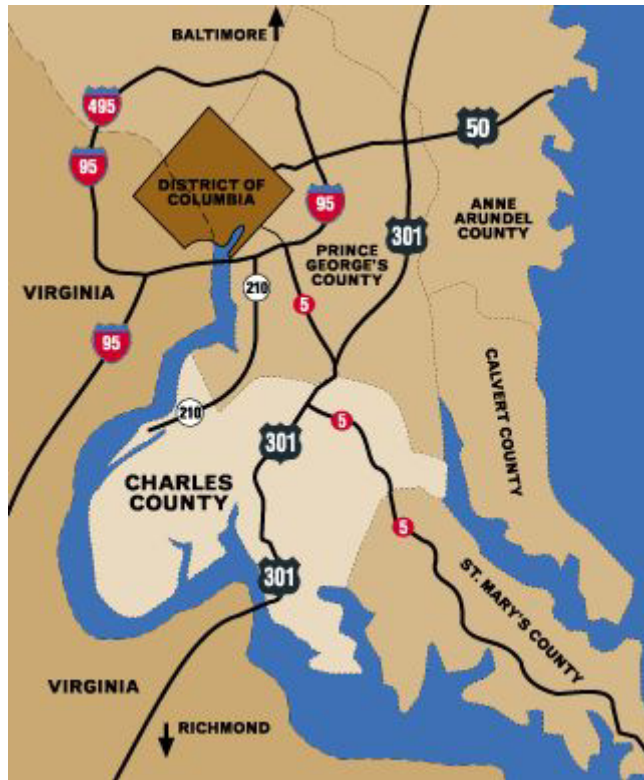




CHARLES COUNTY MARYLAND  
Where Eagles Fly™



*Career Opportunity:*  
**Director of Economic  
Development**

# ***Charles County: A Community on the “Grow”***

The Department of Economic Development is shaping the future of economics in Charles County. The County's employment base is expanding in the primary jobs area. This employment base is responding to the public policies and investments made over the past several years in new business parks and targeted business development.

Charles County Government Department of Economic Development has a Fiscal Year 2008 operating budget of \$1.3 million, which is allocated for economic development, tourism programs and alliance partnerships. The Department has seven staff members plus the Director.

The Director of Economic Development will take the lead role in all key projects, including:

- Redevelopment and modernization of the Naval Base at Indian Head where a total of 3,678 people are employed.
- The new Bryan's Road 210 Tech and Energetics Business Park that will support 1.2 million square feet of new office and tech support space.
- The \$1.3 billion modernization of the Mirant Mid-Atlantic Morgantown coal power plant and the new \$400 million Combined Cycle Gas power plant, now being developed at Kelson Ridge in St. Charles.
- New office buildings under construction in the White Plains Business Park and the Waldorf Technology Park.



*Centennial Plaza Office Condos, La Plata, Maryland*



*White Plains Corporate Business Park*

The Economic Development Department has a portfolio of more than \$3.9 billion in active client projects in Charles County. All of these projects will have a substantial impact on future employment, the County tax base and the overall quality of life in Charles County, Maryland. These projects include:

- \$164 million in hotels and resort locations
- \$81 million in military and military support contractors
- \$77 million in general and professional business
- \$3.5 billion in energy-related projects

## ***Economic Development Accomplishments:***

- » In 2006, the County's new jobs for the year climbed to 1,652 with more than 75% in primary jobs. This was an increase from 2000, when the County had 682 new jobs, more than 90% of which were in retail service.
- » In 2005, the outbound commuting dropped to 53% (vs. 60% in 2000), representing the first reverse commute trend that began with the creation of over 5,000 net new positions in the County since 2000.
- » Between 2000 and 2005, the County labor pool increased by 10,500.
- » In 2006, the Energetics Technology Center opened in La Plata.
- » In 2006, the County unemployment rate dropped to under 3%.
- » Charles County was recognized by Inc. Magazine for its strong job growth in 2006.

# Economic Development Projects & Priorities

## The Naval Base at Indian Head

The Indian Head base is located along the Potomac River on the western side of the county, occupying a 3,500-acre peninsula. A division of NAVSEA, the base is part of the

Naval District Washington structure with 5 major tenant commands and a facilities command that oversees the physical plant. Including tenants and contractors, about 3,678 people are employed at the base. In the 2005 BRAC (base reorganization and closure)

report, Indian Head was identified as the defense department's center for energetics.

### Did You Know...

According to the 2006 U.S. Census update, Charles County is one of the top 20 wealthiest Counties nationwide based on average annual income.

The Economic Development Department is working closely with base leadership and private industry to fulfill this role by supporting and facilitating base modernization and redevelopment. Commands stationed at the Indian Head base include:

### Naval Surface Warfare Center (NSWC/IHDIV)

As the National Center for Energetics, the NSWC Indian Head Division ensures operational readiness of United States and allied forces by providing the full spectrum technical capabilities necessary to rapidly move any "energetics" product from concept through production, to operational deployment. IHDIV capabilities include research, testing, engineering, acquisition and manufacturing technology; manufacturing; and industrial base, fleet, and operational support for warheads, explosives, propellants, pyrotechnics, and energetic chemicals; rocket, missile, and gun propulsion systems; missile simulators, trainers, and test and diagnostic equipment; triservice cartridge-actuated devices, propellant-actuated devices, and aircrew escape propulsion systems; and other ordnance products. NSWC/IHDIV at Indian Head has the highest concentration of energetics scientists in the nation.



**The Naval Explosive Ordnance Disposal (EOD) Technology Division** provides explosive ordnance disposal technology and lifecycle support to counter the ordnance threat posed to the joint services and other federal agencies. This is a unique support activity, administered by the US Navy and utilized by all the Armed Services. EOD's current focus is to minimize the threat to our troops in Iraq and Afghanistan from improvised explosive devices (IEDs).

**Chemical Biological Incident Response Force (CBIRF)** responds to terrorist incidents involving the use of chemical, biological, radiological, or nuclear (CBR-N) weapons of mass destruction. CBIRF assists local, state, or federal agencies with post-incident mitigation by providing capabilities for agent detection and identification; casualty extraction and decontamination; and emergency medical care and stabilization of contaminated personnel. CBIRF is among the first responders to HAZMAT incidents in Washington, D.C., including the White House and the Capitol.

**Joint Interoperability Test Command (JITC)** supports the warfighter in their efforts to manage information on and off the battlefield. This includes independent operational test and evaluation of DISA, and other DoD acquisitions; identifying and solving Command, Control, Communications, Computers and Intelligence (C4I) and Combat Support Systems interoperability deficiencies; providing interoperability testing, evaluation and certification; interoperability support; operational field assessments; technical assistance; and training. JITC is one of the base's fastest growing commands.



**The Indian Head Technology Park** is a public/private partnership between Charles County Government and a joint venture of two respected developers—one local and one regional. The County owns 52 acres of the site, and the partnership has acquired, or is acquiring, additional land to create the complete 250+ acre site. The vision is to create a LEED certified “green” technology park whose tenants would include government and defense contractors, especially those with a focus on energetics and related technology.

The anchor tenant is the Energetics Technology Center (ETC), a spin-off of the University of Maryland’s Center for Energetics Concept Development (CECD). The center will do research and development in energetics. ETC has opened temporary offices in Charles County with the goal of having a building ready for occupancy in 2009. A number of national and international clients are also engaged in discussions for locations at the Indian Head Tech Park.

## Power Generation & Wastewater Reuse

Charles County currently has three power plant projects in varying stages of development.



Mirant Mid-Atlantic, LLC Morgantown Generating Station

Mirant Mid-Atlantic’s coal-fired power plant in Morgantown, built in the 70s, is undergoing extensive upgrades in order to meet new clean air regulations. “Wet Scrubbers” will be installed which will reduce or eliminate a

significant percentage of pollutants from their emissions.

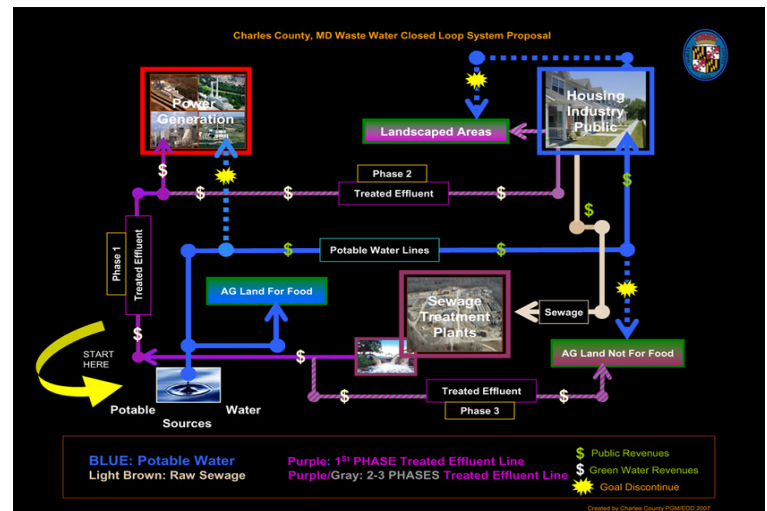
Competitive Power Ventures (CPV) has announced plans to build a gas-fired power plant in the county and has begun the permitting process.

A third company is in the site selection process for a coal fired plant that will provide power for their manufacturing operation in Maryland. Their top choice is a site on the base at Indian Head; negotiations and feasibility studies are underway.

## Did You Know...

**Having one of the fastest growing African-American populations in the nation, Charles County offers unlimited opportunities for minorities.**

All three operations will have enormous needs for cooling and processing water—a limited resource. In order to satisfy the demand, Charles County’s Department of Planning and Growth Management in cooperation with the Economic Development Department are working on a “closed loop wastewater reuse” system, which would provide treated effluent gray water to the power plants—millions of gallons per day. This initiative preserves our aquifers and protects the local waterways—primarily the Potomac River and Chesapeake Bay—from effects of receiving large quantities of treated effluent.



A diagram of Charles County's Closed Loop Wastewater System

## More Business Parks

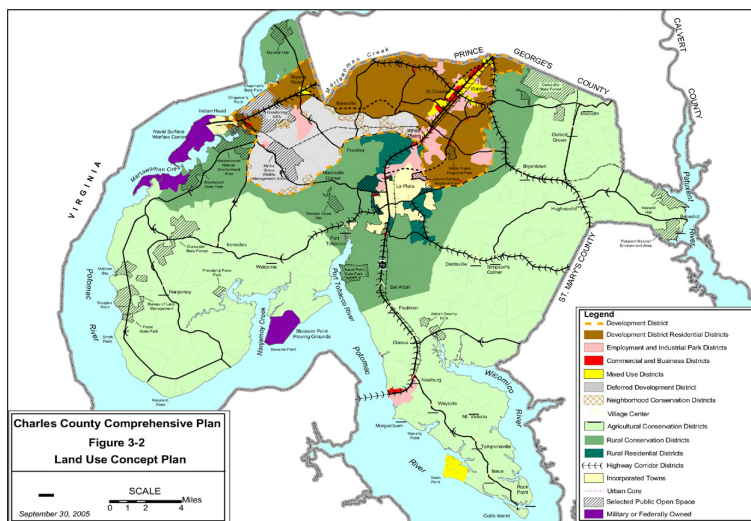
Throughout Charles County’s Development District, a number of technology parks are in development. Some are private initiatives; others are the result of economic development agreements between the county and developers in order to incentivize and expedite the construction of office and flex space.

Projects include:

- ▶ Waldorf Technology Park: 65 acres, one flex building under construction, and one office building in permitting.
- ▶ White Plains Corporate Business Center: 25 acres. One 62,000 square-foot office building fully occupied; one flex building in permitting phase.
- ▶ Fairview Office Park: 13 acres; one 30,000 square foot office/medical building fully occupied; one 30,000 square foot office building to be completed in 2008.
- ▶ Waldorf Gateway: A mixed-use, transit-oriented development/redevelopment project in Waldorf. The first building, a class A office building, is beginning the permitting process.

## Land Use

Throughout the decade, Charles County has been one of Maryland's fastest growing counties. Quality of life, relatively affordable housing, and good schools are attracting many of the Washington, D.C. area's professional couples and families. Managing this growth is a top priority for Charles County Government. The County's Land Use policy defines a "Development District" in the northern part of the county, closest to Washington, D.C. This is where 75% of the growth is directed. In order to balance the rapidly changing suburban areas, the County Commissioners have established a goal of maintaining 50% of the County's land in active, open space.



Charles County's Comprehensive Plan Land Use policy identifies a "Development District" for growth while supporting the goal of keeping 50% of the County's land in active, open space. In the map above, the Development District in the northern part of Charles County is outlined with an orange dotted line and the Agricultural and Rural Conservation Districts are the green shaded areas.

**Charles County, Maryland is in the Washington, D.C. Metropolitan Suburban Area, 15 miles south of the National Capital Beltway and 25 miles from the Capitol Building.**



## Workforce

With its proximity to Washington, D.C., the Federal Government, the defense industry and government contractors, Charles County has a low rate of unemployment—around 3%. The residential workforce—workers who live in Charles County—is largely professional and managerial. Just over half—53%—of the workers who live in Charles County commute to other jurisdictions for employment. This is down from almost 60% in 2000. Most work in Washington, D.C. and adjacent suburbs.

Within Charles County, the largest employment sector is the retail and service industry. About 42,000 people work in the county, and close to one third of those commute in from other jurisdictions. One of the goals of Charles County Government and the Economic Development Department is to create more high paying jobs in the County by continuing to attract and nurture the kinds of companies that county residents work for in other jurisdictions—such as Professional Services and Information Technology fields.

## Charles County, MD Key Demographics:

**Population: 143,000**

**Median Age: 35.2**

**Population 18 & Older: 108,609**

**In Labor Force: 79,824**

**Civilian Labor Force: 77,948**

**Management, Professional & Related Occupations: 40%**

**Median Household Income: \$80,179**

*Source: U.S. Census Bureau,  
2006 American Community Survey*

# ***Director of Economic Development***

## ***Charles County, Maryland***

### ***The Opportunity***

The Director of Economic Development is a County Department Head who reports to the County Administrator and serves at the pleasure of the County Commissioners. The incumbent is responsible for performing complex professional and administrative work to manage and direct all activities involving economic development in Charles County.

Job responsibilities include:

- ▶▶ Representing the County to new and expanding businesses
- ▶▶ Coordinating and negotiating all aspects of business locations
- ▶▶ Marketing available land and providing economic, demographic, and job market information to targeted businesses
- ▶▶ Developing and maintaining relationships between the County and business community, economic development agencies, and state and regional agencies
- ▶▶ Proactively assisting existing industries with expansion plans, problem-solving, and coordinating follow up
- ▶▶ Aggressively researching and seeking grants from outside funding sources
- ▶▶ Conducting feasibility studies of proposed developments and expansions
- ▶▶ Coordinating incentive programs
- ▶▶ Hiring, supervising and evaluating assigned employees in accordance with the County's policies and applicable laws

### ***Qualifications***

The Economic Development Director for Charles County must possess education and experience equivalent to:

- ▶▶ Minimum of Baccalaureate degree, Masters preferred
- ▶▶ Experience establishing and maintaining close working relationships with state and regional economic development agencies

- ▶▶ Experience negotiating and closing deals for location and relocation
- ▶▶ Experience developing and implementing business retention and expansion programs
- ▶▶ Experience developing and promoting minority business programs
- ▶▶ Experience working with elected and appointed boards
- ▶▶ Experience and verifiable track record in attracting non-retail businesses to the County
- ▶▶ Experience attracting federal contractors or federal agencies a plus
- ▶▶ Multi-year, broad-based experience in economic development

### ***The Ideal Candidate***

The ideal candidate will be tasked with keeping the County Administrator, Economic Development Advisory Committee and Board of Commissioners informed and up-to-date on developments, major proposals or initiatives and major prospects on a periodic basis and prior to these being reported in the media. He/she will also demonstrate the following knowledge and abilities:

- ▶▶ Articulate, with excellent written and verbal communication skills
- ▶▶ Proven ability to develop collaborative relationships with key community leaders
- ▶▶ Nationally focused for business development
- ▶▶ Proactive, energetic and results-oriented
- ▶▶ A strategic thinker and visionary who sees (and creates) opportunities
- ▶▶ Cultivates business leads aggressively
- ▶▶ Good working knowledge of government planning, zoning and development regulatory processes
- ▶▶ Tactful; skilled at working with diverse populations

# ***We're Looking For YOU!***

## ***Compensation and Benefits***

The salary range for the Director of Economic Development position is \$89,458–\$144,134. The beginning salary is negotiable depending on qualifications and includes the use of a County-owned vehicle.

Charles County Government offers excellent benefits including a defined benefit pension plan, deferred compensation, generous leave, and health care programs. The Charles County Employee Pension Plan honors portability of prior eligible Maryland State and local government service in other defined benefit pension plans.

## ***How To Apply***

The Director of Economic Development position will remain open until filled. For best consideration, apply by **November 2**. If the position description matches your experience, expertise and abilities, confidentially apply online at:

[www.charlescounty.org](http://www.charlescounty.org)

Additional materials applicable to the application process may be submitted to:

Stephen A. Brayman  
Director of Human Resources  
Charles County Government Building  
P.O. Box 2150  
La Plata, Maryland 20646

Charles County Government is an Equal Opportunity Employer, minority and female applicants are encouraged to apply.



### ***Mission Statement***

*The mission of Charles County Government is to provide our citizens the highest quality service in a timely, efficient and courteous manner. To achieve this goal, government must be operated in an open and accessible atmosphere, be based on comprehensive long-and short-term planning and have an appropriate managerial organization tempered by fiscal responsibility.*

### ***Vision Statement***

*Charles County is a place where private initiative is rewarded and businesses grow and prosper, while the preservation of our heritage is paramount, government services have reached the highest level of excellence, and the quality of life is felt by its citizens to be the best in the region and its government is recognized as a leader in support of these expectations.*

*Equal Opportunity County \* Say No to Drugs*