



OUTSTANDING OPPORTUNITY
TO SERVE THE CITIZENS OF
JOHNSON COUNTY, KANSAS
AS

COUNTY AUDITOR



Introduction

Slavin Management Consultants has been retained by the Johnson County, Kansas Board of County Commissioners to assist in the recruitment, hiring, and orientation of a new County Auditor. This profile has been developed after consultation with all Board members. The Board is unified in its objective to hire a highly qualified professional based on the interpersonal and professional qualities and skills desired for the position.

The Community

Johnson County lies directly across the state line from Kansas City, Missouri, serving as the metropolitan area's growth engine in possessing all of the ingredients necessary for economic growth and success. The County boasts nationally ranked schools, a low crime rate, high quality neighborhoods, low cost of living, and a variety of cultural and entertainment amenities.

The County's history has been intertwined with Kansas City's since its earliest days. Johnson County has transformed from a sparsely populated Shawnee Indian Reservation in the 1820s to a thriving, suburban metropolis of more than 559,913 in 2012 surpassing the population of Kansas City, the urban "center city" that the County's suburbs grew up around. The impact of the railroad and Johnson County's close proximity to Kansas City cemented the importance of the land, and played a major role in the area's successful development in the twentieth century. Today, land is one of Johnson County's most valuable assets attributing to the successful residential and commercial development that has created one of the best places to live in the United States.

Johnson County is comprised of gently undulating terrain ranging in elevation from 742 feet above sea level near its northern border along the Kansas River to 1,130 feet in the south central part of the County. The County and its twenty incorporated cities and seven townships work together to ensure that the

necessary infrastructure improvements are in place to accommodate further growth. Currently, 60 percent is incorporated; 40 percent is unincorporated.

The Organization

The highest authority in the Johnson County Government is the electorate. Voters choose the Board of County Commissioners (the Board). The Board consists of a Chairman and six district commissioners. The Chairman of the Commission is elected on a countywide basis and serves as a full-time County official. The six District Commissioners serve as part-time County officials and are elected by residents in specific geographical areas, or districts, of the County. The Board meets in regular business session once each week. The Commissioners serve staggered, four-year terms with no term limitations.

In addition to the Board of County Commissioners, the voters elect the District Attorney and the Sheriff. These positions are elected at large and serve four-year terms with no term limitations.

Johnson County has a Council-Manager form of government. Under this form of government, the Board appoints a professional County Manager to administer a variety of County functions. The County Manager is responsible for policy implementation, budget development and implementation, and the appointment and supervision of certain department directors.

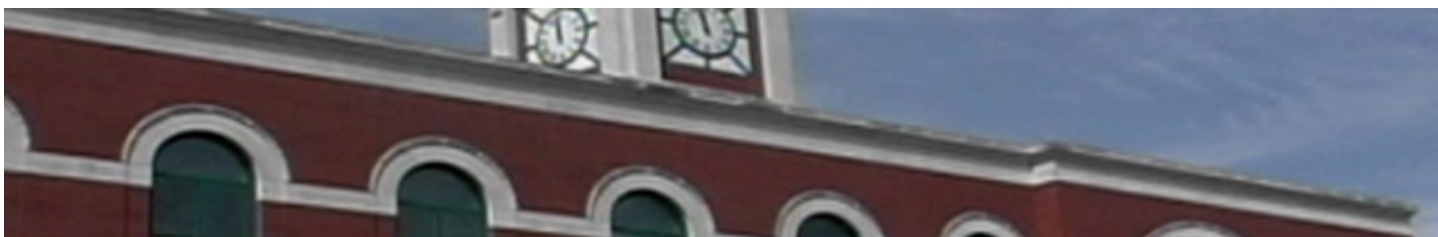
In addition to the County Manager, the Board also appoints the County Auditor, the County Attorney and members serving on four agency governing boards: Airport Commission; Developmental Supports Board; Library Board; and the Parks and Recreation District Board.

The County provides a full range of services including public safety and judiciary, health and human services, cultural and recreational activities, and public works and transportation.

County services are provided through five agencies and 29 departments. More than 3,800 dedicated public servants help to ensure that Johnson County remains a safe, vibrant community.

County Auditor and the Auditor's Office

The County Auditor manages a five-member office and directs financial, procedural, operational, fiscal compliance and program audits of all County functions and activities and undertakes special projects, analyses and investigations as assigned by the Board. Responsibilities include providing oversight and guidance in installation of internal controls and processes. The



County Auditor also provides ongoing communication with the County Board and its members to include written and verbal reports. The Auditor is viewed by the Board as a member of a team comprised of other Board appointees. While maintaining independence, he or she is expected to work in a cooperative and collaborative manner.

Issues and Opportunities

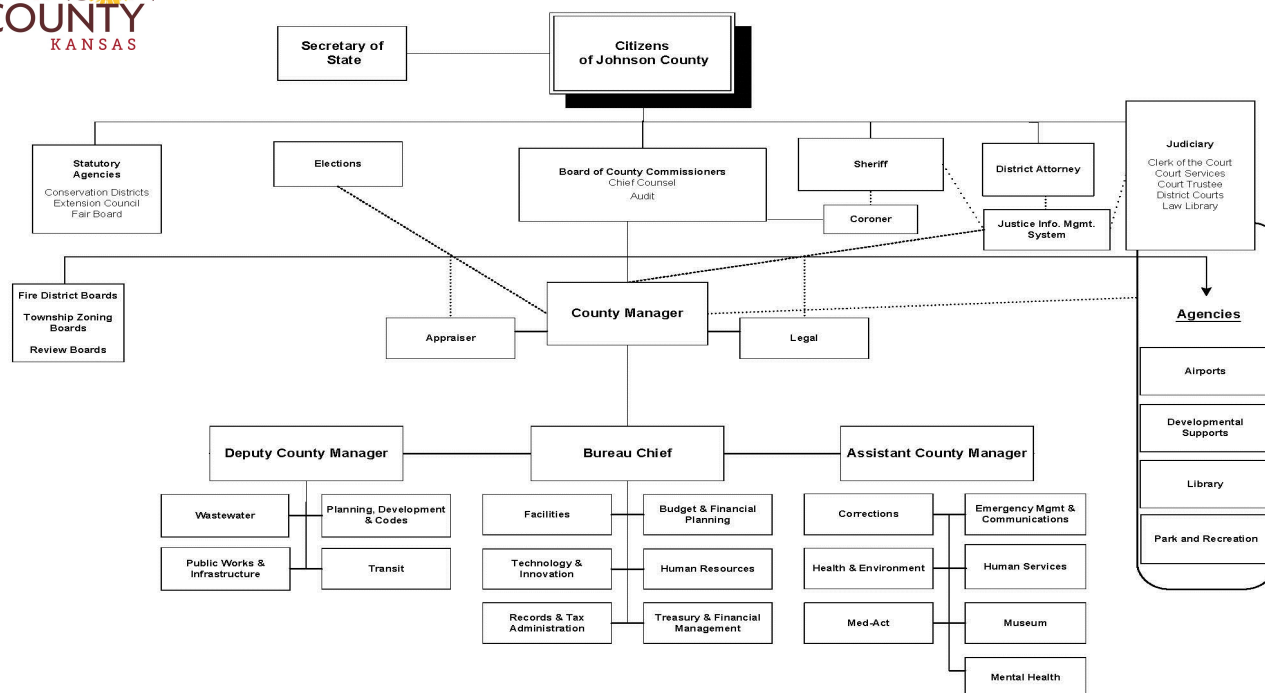
The following is a list of items from County Board members that they would like the next County Auditor to initiate, enhance and/or continue:

- While remaining constantly mindful of the oversight responsibilities of the office, the County Auditor is expected to assist County departments/agencies in their efforts to improve efficiency and effectiveness;

- The Auditor is expected to work closely with the Board and collaboratively with County staff to strategically develop and prioritize the County's annual audit program;
- County audits should be more cost/benefit and risk analysis focused to avoid spending limited resources on non-critical programs which offer little potential for positive change;
- As a key member of the Board's executive staff, part of the Auditor's job is to find potential problems and collaboratively resolving them before they surface;
- The Board expects its three direct reports, the County Auditor, the County Manager and County Counsel, to provide leadership in developing a "fresh approach" to countywide process improvement.



Johnson County Organization Chart





Qualifications and Qualities

Requires a Bachelor's degree in Accounting, Finance or a related field and five years of increasingly responsible operations or performance auditing, management systems analysis and/or financial management evaluation experience. Audit field work must include work performed in accordance with Generally Accepted Governmental Auditing Standards (GAGAS) and Generally Accepted Accounting Principles (GAAP). Professional designation of Certified Internal Auditor, Certified Public Accountant or similar/equivalent certification required.

Ideal Candidates will possess the following Competencies and Characteristics:

- Demonstrated integrity (trust)
- Results oriented (measurement and performance assessment for the organization)
- Strategic thinking
- Budget development and execution skills
- Self-assessment skills and the ability to hold self accountable
- Ability to hold staff accountable
- Ability to communicate broadly — all levels & internal/external
- Demonstrates respect for others
- Collaborative
- Skilled with public presentations
- Partnership skills and the ability to foster relationships
- Hiring skills (assess, evaluate, hire)
- Team development experience
- Approachable

- Participative
- Exercises fairness
- Honest
- Commitment to quality public service
- Skilled at responding to complaints and providing good customer service
- Inspirational
- Visionary Leader
- Decisive and deliberate
- Skilled at empowering others
- Resilient
- Able to handle stressful/emotionally charged situations
- Able to maintain professional composure in face of interpersonal challenges (thick-skinned)

Compensation

The compensation package includes a competitive base salary and fringe benefits that will ultimately depend upon the qualifications of the best candidate.

Learn more about Johnson County at www.jocogov.org.

To Apply

The County is anxious to fill this position. It will remain open until filled. For consideration, please email your cover letter, resume and current salary to:

Robert E. Slavin, President

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