

DeKalb County, Illinois

(Chicago Metropolitan Area)

County Administrator

Are you a visionary leader, a savvy strategist, and a collaborative spirit ready to bridge the gap between tradition and innovation? The DeKalb County Board is seeking a County Administrator and County Champion who can harness the energy of this diverse region to drive progress and shape a legacy. The County Board desires its County Administrator to build on a foundation of success and not only find ways to keep the momentum but create strategies to take the County to the next level.

DeKalb County, Illinois, was founded more than 185 years ago. There are fourteen (14) incorporated communities and nineteen (19) townships in the County, with Sycamore (pop. 18,900) as the county seat. DeKalb County is ranked in the top 20 largest populated counties in the state with an approximate population of 105,000 and 634 square miles. It is more than a county, it is a dynamic blend of rich agricultural heritage, cutting-edge industry, and vibrant university life. Located just 63 miles west of Chicago (within the metropolitan region), the County offers the professional opportunity of a growing region without the frustrations of inner-city gridlock. The private sector has taken notice of the County's strategic location where over \$4 billion in industrial investment has occurred since 2020. DeKalb County is home to Northern Illinois University, a premier public research institution, and Kishwaukee College.

DeKalb County operates under the Illinois township form of county government where the governing body is the County Board. There are twenty-four (24) members of the Board with two members in each of the twelve geographic districts. The Board has formed a nine (9) member Executive Committee that works directly with the County Administrator on policy initiatives for consideration by the full Board. The Chair of the Board is also Chair of the Executive Committee. Board Members are elected to four-year, staggered terms. Every two years, one member is elected in each District.

The County's workforce is comprised of approximately 600 dedicated employees with roughly most of the employees in public safety, health and human services. The organization includes several elected department heads. There are eight (8) departments that report directly to the County Administrator: Human Resources, Community Development, Emergency Services Disaster Agency, Finance Department, Highway Department, Information Management Office, Facilities Management Office, and Supervisor of Assessments Office.

The current fiscal year's budget is \$112,033,711, with a \$37.7 million General Fund. Strengthening the fund balance has been a strategic focus of the County. Now at \$24 million, it represents about 65% of the General Fund (61% of budgeted expenses). Moody's Investor Service has recognized the financial stewardship of the County with a bond rating of Aa1, only one notch below the coveted AAA rating.

This position requires a combination of education and experience equivalent to attainment of an MPA or MBA combined with at least 5 years of senior level and/or executive management experience. The 5 years of experience should include increasingly responsible local government management experience gained in a County or other public agency similarly situated in population and complexity to DeKalb County. However, public sector executives in a mid-sized County may be considered if they possess the characteristics referenced in the profile. A credentialed Administrator within the International

City/County Management Association (ICMA) is desired. Experience in budget, finance, capital improvement programs, economic development, and/or development services is desired. This opportunity would be ideal for an individual who is an existing County Administrator with similar experience in the issues and opportunities identified herein. However, an experienced Assistant County Administrator in another jurisdiction with a comparable sized County and/or organization may be considered and with experience as stated.

DeKalb County will offer a highly competitive compensation package commensurate with the successful candidate's experience and qualifications. The adopted compensation range for this position is \$180,000 to \$200,000, depending on the qualifications of the selected candidate. It is expected that the employment agreement will include standard additional items related to vehicle, personal leave allowances, and relocation costs reimbursement, for example.

The recruitment will remain open until the position is filled. The first review of applications is scheduled for December 19, 2025. References will be contacted only following candidate approval. Finalist interviews will be held in DeKalb County.

For additional information and/or if confidentiality is important for you prior to applying, telephone either: Bob Slavin at (770) 449-4656 or John Kross at (480) 797-4487. A comprehensive recruitment profile is available at www.slavinmanagementconsultants.com.

To apply: Submit a current resume with a cover letter and salary expectations without delay to:

slavin@bellsouth.net

Electronic Submissions Only
Slavin Management Consultants