



Johnson & Associates

Austin, TX • 512.339.9000

J&A ... Exceeding Expectations in Community Economic Development Since 1986!

**Executive Search • Community Economic Development Management
• Team Talk**

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Who is Johnson & Associates?

If you're receiving this news brief for the first time, you're probably wondering who in the world is Johnson & Associates (J&A) and why am I receiving this information? We've been in operation since 1986 providing economic development, community development and executive search assistance on both a national and international level. Review our web site at www.jatoday.com and learn more about us and our products. And if you decide you don't want to receive any mailings ever again, just let us know and we'll **remove** your name immediately. But remember, if we remove your name, you won't be receiving notice of what may be the perfect position or program for you. If you are receiving duplicate e-mails, let us know which e-mail address you prefer we use. Keep JAToday coming! Please add us to your address book or approved sender list.

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Nacogdoches (TX) Economic Development Corporation President Announcement

POSITION: PRESIDENT
ORGANIZATION: Nacogdoches (TX) Economic Development Corporation
CITY POPULATION: 30,000

POSITION DESCRIPTION:

The Mission

The mission of the Nacogdoches Economic Development Corporation is to develop an economic and industrial development organization to promote, assist, stimulate, and enhance economic development in Nacogdoches County. This organization will assist in retaining and expanding jobs for our existing business and recruit new industry and business to our area.

The Corporation

The Nacogdoches County Economic Development Corporation (NEDCO), a public/private partnership, was formed in 1996 to:

- Help solve problems for local and in-coming businesses efficiently in terms of time and cost.
- Navigate the permitting and regulatory processes with local and state governments.
- Help obtain funding from the state for capital improvements as well as work force training and development.
- Help find building or expansion sites, then work with the industry to obtain incentives, financing and in

some instances, help industry identify potential customers, vendors, suppliers and distributors.

- Help industry attract executive staff to the area as well as other employees.
- Assist with retail recruitment for the enhancement of quality of life in the community.

NEDCO prides itself in being the business community's strongest advocate in all issues that concern them.

The Community

Towering trees. Scenic rivers. Large-as-life lakes. Folks who are friendly to a fault. People go out of their way to be helpful, wildlife abounds on every acre, and it's hard to tell the forest for all the trees! Located in the Forest Country of East Texas, this community combines the best of small-town life with the educational and cultural advantages of a vibrant college town. Stephen F. Austin State University draws some of the state's finest minds and premier cultural events to its 400-acre campus. Nacogdoches, the oldest town in Texas, is a place of rare beauty and historical significance. Its rich heritage attracts visitors from around the world. Nacogdoches offers cutting edge technology but retains a personal touch toward citizens and business.

"The Oldest Town in Texas" is located at the crossroads of U.S. Highway 59 and State Highway 21 - the famous El Camino Real. Located 140 miles north of Houston and 180 miles southeast of Dallas, Nacogdoches blends the beauty of the Old South with the vibrancy of a university community.

Nacogdoches County was one of the first three communities in Texas to be recognized as a Certified Retirement Community. This state program recognizes communities that are exemplary in several areas, including housing, safety, working opportunities, healthcare services, transportation, continuing education, recreation, cultural events, sports, community services and spiritual enrichment. With a county population of 60,000 and the city population at 30,000, retirees looking to relocate enjoy a leisurely lifestyle and low cost of living, while leaving behind the congested highways and cities.

Find out more at these links:

Economic Development Corporation

<http://video.google.com/videoplay?docid=-7131000803784346930>

City of Nacogdoches

<http://www.ci.nacogdoches.tx.us/>

Chamber of Commerce

<http://www.gonac.info/>

Nacogdoches Convention and Visitors Bureau

<http://www.visitnacogdoches.org/>

Stephen F. Austin State University

<http://www.sfasu.edu/>

The Position

The President plans, directs and reviews activities and operations of the Nacogdoches Economic Development Corporation; directs activities with outside agencies and provides complex administrative support to NEDCO officers and board. The President directs and participates in the development of the budget, implementing operating policy and procedure, negotiating contracts, directing staffing needs and serves on various boards and committees.

Work Environment Behavior Requirements

URGENCY

The job requires decisiveness, quick response, fast action. The job will often be involved in critical situations demanding that on-the-spot decisions be made with good judgment. The job will repeatedly face important deadlines that must be met on time.

FREQUENT CHANGE

The job requires a comfort level with "juggling many balls in the air at the same time!" The job will be asked to leave several tasks unfinished, and easily move on to new tasks with little or no notice.

FREQUENT INTERACTION WITH OTHERS

The job requires a strong "people orientation," versus a task orientation. The job will comfortably deal with multiple interruptions on a continual basis, always maintaining a friendly interface with others.

PREFERRED REQUIREMENTS:

Education and Experience

The successful candidate should have a Bachelor's Degree from an accredited college or university in the field of finance, business, public administration or related field. Management experience and certification in economic development is preferred.

Compensation and Benefits

- Salary: \$80,000 +/- DOQ
- Auto Allowance
- Insurance
- Continuing Education
- Relocation Assistance

Residency Expectations

Must live within the County limits once hired

APPLICATION PROCESS

Interested candidates should submit cover letter, current resume, current salary and salary history, and at least five work related references including contact numbers by April 30, 2008. Finalists will complete a thorough interview and background investigation process to include verification of all credentials and experience. References will not be contacted until mutual interest has been established. Under Texas Open Records Statutes, identities of the candidates are subject to public disclosure.

Submit resumes to: Johnson & Associates; c/o NEDCO Search; 8308 Tecumseh Drive; Austin, TX 78753-5745 or johnson@jatoday.com. Resume packages will be accepted until April 30, 2008 or until the position is filled. We strongly suggest applicants submit a video showing communication and presentation skills. If you are interested in submitting a video, please contact Johnson & Associates at 512.339.9000 to request a copy of the guidelines.



**Gonzales (TX) City Manager
Hiring Announcement**

Johnson & Associates is pleased to announce that the **City of Gonzales, Texas** has selected **Mr. David L. Huseman** as their new **City Manager**.

Mayor Bobby O'Neal and the **Gonzales City Council** met on Friday and Saturday, March 7th and 8th, to review the credentials of five individuals that showed interest in becoming the next City Manager. These five finalists were selected from a field of 28 qualified individuals provided by J&A, eager for the opportunity to assist the City of Gonzales.

Mr. Huseman most recently served as the City Administrator in Granby, Colorado. He was also the first City Administrator in the City of Lawrenceburg, Tennessee. He earned a Master of Public Administration Degree from the University of Arkansas at Little Rock. He began his duties in Gonzales March 31, 2008. David, his wife, Stacie, and their children are excited about moving to Texas.

Mayor Bobby O'Neal was very pleased with the executive search delivered by J&A. He had this to say: *"The candidates we were able to consider were much more qualified than anyone we could locate on our own. The process used by Johnson & Associates to build a consensus among the City Council regarding what qualities we needed in a candidate was very enlightening. Also, the interview process was very professional as well as*

productive. Thanks to Johnson & Associates, we were able to identify, interview & hire an excellent individual to lead us in the direction our community desires to go.” Mayor O’Neal adds that the entire city is excited about the enthusiasm and fresh ideas Mr. Huseman brings to the City.

New City Manager **David L. Huseman** had a few words of his own: *“I am so excited about the Gonzales opportunity. Thanks to J&A, the interview process included a detailed tour of the City and a chance to interact with elected officials, employees, and citizens. Everything I saw and all the questions I had were addressed before we got into the actual interview itself, and it made me more certain than ever that this is the ideal spot for me. What a dynamic and forward-looking community! You can just feel the optimism in everyone you talk to there. I can hardly wait! Thanks to Chloe and everyone at J&A!”*

We at J&A enjoyed working with this team in Gonzales in helping them identify qualified candidates for the City Manager position. Best Wishes to you all as you embark on new beginnings! Thank you for choosing J&A to meet your staffing needs!



Executive Recruitment

Would you like to be this delighted with a new City Manager, Professional Chamber Executive, or Economic Development Director? Have you been considering changes at your organization?

We specialize in executive placement services for these types of community leadership positions. Our network is worldwide and our strong reputation helps fuel our repeat customer base.

Executive Recruitment has been the foundation of our business at J&A and we find ways to improve the process a bit every year. We go to great lengths to identify qualified applicants for your position, screen them for your selected criteria, present you with ideal candidates, and orchestrate the interview process to meet your needs. At J&A, we recognize every client has different needs and we tailor our services to exceed your expectations. You can see from our website at www.jatoday.com the testimonials from happy clients. Call J&A today to learn about our unique process and very affordable rates.



Upcoming Events

See Chloe Johnson – Live!

**Southern Economic Development Council (SEDC) 2008 Summer Seminar, July 9-11, 2008 in Orlando/Kissimmee, Florida
Gaylord Palms Resort and Convention Center**

SEDC is planning their Summer Seminar with a theme of **“Improving Self, Organization and Community.”** This two day seminar will be held at the Gaylord Palms Resort and Convention Center. Plan to attend this mid-year meeting and hear the latest trends and tips for improving your personal, organizational and community performance. And, a separate one-day track will be offered providing attendees a better understanding of economic development finance issues delivered by the Council of Development Finance Agencies.

Chloe is a panelist for the session entitled **“Trends in Hiring Economic Development Professionals.”** This particular session is scheduled to be on Wednesday, July 9th from 2:30- 3:30 PM.

Make plans now to attend this relevant and timely Summer Seminar. Every organization can benefit from attending! More information and registration soon at www.sedc.org or call SEDC at 404/523-3030 or 800-969-7432.

We’ll see you there!

Business Retention & Expansion International (BREI) will hold its 15th **Annual Conference** in Wichita, Kansas June 2-6, 2008. This year’s theme is **“Pioneering the Future”**

BREI is a non-profit association of economic development professionals who work to advance business retention and expansion as an economic development strategy. BREI facilitates scientific research, instruction, publications,

meetings, and other activities designed to advance and disseminate knowledge in retaining and expanding existing businesses in a given region.

Who attends? Hundreds representing various private and public organizations, universities, private consultants, utilities, and economic development practitioners from local, provincial, state, and national governments.

Register today at www.brei.org



One Door Closes

We at Johnson and Associates bid a fond farewell to our friend and associate **Steve Vassallo** after nine years of partnering with him in facilitating everything from Strategic Planning and Community Assessments to Speaking on various topics. Steve, thank you for all the wonderful things you have done for J&A and for us personally...You will be greatly missed! We also want to wish you the very best as you 'Blaze New Trails.' Of course, you will excel at all you do!

With regret for our loss and excitement for your future, we wish you all the best!



...Another Door Opens

J&A is in the process of developing a new partnership we hope to reveal to you soon! We are in the development phase of being able to offer a new exciting service to our customers! This service will be a marketing tool with an unbelievable number of uses! Stay tuned next month as we roll out a service that we know you're going to wonder how you ever lived without...



**Johnson & Associates, A Full Service
Community Economic Development Provider.
We deal in futures yours!**



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