

HECTOR A. RIVERA Sr.

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Career Summary

- 1 Over 35 year's diverse professional experiences as a top public manager at all levels of the intergovernmental system in local government administration and human services.
- 2 Recently served as US Agency for International Development (USAID) Chief of Party* (National Director) in the Republic of Ecuador serving over fifty municipalities governance and in community development/decentralization, and recent STTA** assignments in Paraguay and Uganda for USAID projects. Performed program evaluations of all 55 sub-grantees with USAID support to close-out projects. In Paraguay I served as a management analyst providing analyses and strategy suggestions for program enhancements and improvements in second round of funding on Millenium/USAID projects. Performed "site avaluation" for proposal development in Uganda.
- 3 Presently an adjunct professor of sociology and government at two South Florida universities.
- 4 Successful managerial experience in internal control systems, lean government, audit functions, procurement, program monitoring/evaluation, organizational development, & public safety.
- 5 Developed a consortium of four regional private universities in Ecuador which developed a unitary graduate diploma, "Management of Sub-National Governments", and taught the first lecture at all universities on the "Council-Manager" form of government. Saw the first city manager created in Ecuador under a strong Mayor form.
- 6 Supported, trained, and sustained "rule of law" in all 56 sub-national governments in USAID/E project* on purchasing, human resources, fiscal controls, accountability to civil society, human trafficking, and uniform contract and grievance procedures. Utilized Embassy legal staffers for Human Trafficking in seminars with civil society/cities and developed a cooperative agreement with the Peace Corps/E to enlist and mentor the PCVs at common sites for both agencies.

*ARD 3D: Decentralization, Democracy & Development **Short Term Technical Assistant

Education

- 1 Executive Institute, University of Virginia, 1986
- 2 University of Hartford, W. Hartford, CT, M.P.A. .1976
- 3 Fellow, National Endowment for the Humanities (NIH), UCLA, Santa Barbara, 1978
- 4 The New School for Social Research, N.Y., N.Y. M.A. Sociology, 1968
- 5 City College of New York, N.Y. B.A. Sociology, 1965

Languages:

English & Spanish (Native), Portuguese(Beginner)

Relevant Employment Experiences

2009-Present: Adjunct faculty: South University, Palm Beach State College.

Teach Sociology and Political Science to undergraduate students.

February 2010-Present: Consultant for Casals & Associates, Washington, DC.

Served as a Senior Advisor for an IQC on Governance & Decentralization; worked on prospective USAID proposals on Honduras, Jamaica, Paraguay and Uganda on anti-corruption methodologies utilized by Casals and general governance. Assigned to USAID/Paraguay Millennium project on Anti-Corruption/Rule of Law, and performed field visit to Kampala, Uganda on a competitive USAID grant.

2007-08: Assistant City Manager, City of Cape Coral, Florida.

Supervised Fire, Police, Human Resources, Finance, City Clerk and Parks & Recreation. Served as liaison to CRA Board. New Position eliminated by Council due to State cutbacks.

2003-06: USAID Chief of Party (National Director) for ARD Inc., in Ecuador.

Managed a national project (\$11.6 million) including 56 sub-national governments in potable water, sanitary landfills, slaughterhouses, general capacity building (tax assessment, GIS, human trafficking, decentralization, public participation, etc.) Project received perfect scores from USAID and exceeded requirements by 100%. Served as a catalyst in developing a graduate diploma with a consortium of four regional private universities in the "Management of Sub-national Governments".

2001-02: Senior Advisor to the Global US *Director of Peace Corps.

*Director is Presidential Appointed, Washington, DC.

1997-99: City Manager, City of Falls Church, VA.

Responsible for all the municipal functions with a budget of \$30 million operating and \$100 million capital. Directly supervised the Public Work /Utilities functions-the latter served 100,000 customers, & Community Development (CDBG) and developed a "pay for performance plan". Served as a catalyst for the creation of an Economic Development Authority and worked with Arlington County and D.C. on the Washington Aqueduct- jointly owned by the city, county, and D.C. and managed by the U.S. Army Corps of Engineers.

1993-97: County Manager, Guilford County (Greensboro), N.C.

Managed the 3rd largest county (400,000) in the state with an annual operating budget of \$359 million and \$370 million capital, with 2700 employees and 27 departments. Provided leadership for county's first CIP Plan; 2015 Strategic Growth Plan; created a Training Center for employees and took the lead on economic development that generated \$1.2 billion worth of capitalization and hundreds of value-added jobs. Provided oversight to Social Services, Health, Substance Abuse and Mental Health programs and Planning and Development functions.

1985-92: Assistant City Manager, Virginia Beach, VA.

Responsible for oversight and direction of Human Services which included Mental Health/Mental Retardation/Substance Abuse, Social Services, Community Development,

Libraries, Agriculture, Parks and Recreation, Juvenile Probation and Community Corrections. Developed innovative "latch-key" children's project which won national recognition and provided leadership for bond referenda for new Central Library and Community Recreation Centers.

1979-84: Deputy Human Services Commissioner, State of Connecticut.

Worked directly under Governor Grasso to manage the daily operations of four divisions and various block grants such as Title XX, Energy, Refugee Resettlement, etc. Provided guidance and direction for the state's social delivery system (welfare) via six district offices.

1976-79: Executive Director, Human Resources Commission, Pueblo, CO.

Provided guidance and direction to Board, City Council and County Commission on Human Services-grants-in-aids as well as monitoring and evaluation for policy makers in such areas as Mental Health, Substance Abuse, Elderly Services, Health, etc.

*copy available.

Awards & Acknowledgements

- 1 Member, Board of Education for the City of Meriden, CT 1981-85.
- 2 Recipient of YWCA of South Hampton Roads' Mary Helen Thomas Award for assisting in the "elimination of racism". 1992
- 3 Received **National Association of Counties (NACo)** Achievement Award to Guilford County, N.C. for "shared services" with the City of Greensboro. 1994
- 4 Served on the **International City/County Management Association (ICMA)** Committees of : Assistants, Academic and International

REFERENCES FOR HECTOR A. RIVERA SR.

1. Alexis Panehal, former USAID* Mission Director in the Republic of Ecuador-presently in Washington, D.C.:
apanahal@usaid.gov
2. Thomas F. Cornell, my former supervisor @ ARD Inc. and Casals & Associates-presently serves as Director, Office of Strategic Planning, Budget and Evaluation, USAID*/Afghanistan, Washington, D.C. thomasfcornell@hotmail.com
3. Roy E. Melnick, Chief of Police, City of Los Lunas, NM
(505) 352 7650 (former employee)
4. H. Alan Brangman,AIA, University Architect, University of Delaware.
Former Mayor of the City of Falls Church, VA when I served as city manager. brangman@udel.edu, 302 831 6509
5. Manuel Esquibel, City Manager, City of Brighton, CO
mesquibel@brightonco.gov (former employee)
6. Terry Stewart, City Manager of Ft. Myers Beach, FL. My former supervisor (city manager) at the City of Cape Coral, FI when I served as his assistant city manager. terry@ftmyersbeachfl.gov

*USAID: United States Agency for International Development.

