



# COUNTY APPRAISER

Johnson County, Kansas

## MISSION

We provide exemplary government functions and services to keep our community healthy and safe, promote sustainable growth, support people with life's challenges, and contribute to a high quality of life.

## VISION

We choose to be a different kind of government:

- One that inspires trust for who we are and pride in what we do.
- One that dares to imagine what can be and strives each day to make a difference.
- One that cares about the health, the character, and the promise of community.

Through our service, Johnson County will always be an extraordinary place, second to none, where people want to be, to work, to live.



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Your Executive  
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SIZE  
476 square miles



POPULATION  
622,237



MEDIAN INCOME  
\$98,523



AVERAGE HOME VALUE  
\$479,000

## THE COMMUNITY

Founded in 1855, Johnson County is one of the nation's premier counties, providing comprehensive services to its citizens in its role as a leading organization in the Kansas City metropolitan area. The Johnson County community is nestled in the southwestern quadrant of the Kansas City metropolitan area (combined population of over 2.2 million), along the Kansas/Missouri border, and exhibits all the hallmarks of a great, largely suburban community: a thriving and growing business sector; nationally recognized public schools; first-class cultural and recreational amenities; and distinctive and welcoming neighborhoods. The largest populated county in Kansas, Johnson County is a growing and diverse community of about 629,000 residents. The county consists of several larger suburbs, including Olathe, the county seat, and Overland Park, the second most populous city in the Kansas City Metropolitan area and in Kansas.

With a national reputation for excellence, the county is proud to be amongst the top 2% of more than 3,000 counties that have achieved a Triple AAA bond rating and is ranked 14th on Niche's 2024 list of Best Counties to live in America. The County's population has grown 13.5% from 2010 to 2022, and continued growth is expected due to the high quality of life and excellent amenities that are provided throughout the county. Johnson County is a growth engine of the Kansas City metropolitan area. It is home to the headquarters of Garmin, Black and Veatch and AMC Theaters. Panasonic recently selected the City of De Soto to locate its new EV battery facility, expecting to bring more than 4,000 jobs. The community is excited to welcome the World Cup and soccer fans from around the world to the Kansas City region in 2026.

Johnson County operates under the commission-manager form of government with a 7-member elected Board of County Commissioners. Johnson County operates on a \$1.83 billion operating and capital budget and has more than 4,300 full-time equivalent positions (FTEs) and offers more than 450 services, from renewing car tags to providing emergency medical services. At Johnson County Government, we challenge ourselves to be a different kind of government because we care deeply about our community and each other. Committed to our shared values, we provide excellent public service, seeking always to improve ourselves and our organization. To learn more, go to: [www.jocogov.org](http://www.jocogov.org).

The Kansas City Metropolitan area is home to the NFL's Kansas City Chiefs, MLB's Kansas City Royals, MLS's Sporting KC, and NWSL's KC Current. Annual County and community events include a Juneteenth celebration, a Veterans Day event, Old Settlers, and Old Shawnee Days. Additional entertainment options include One Block South, historic Westport, the Power and Light District, the Country Club Plaza, and Crown Center. Cultural attractions like the Kauffman Center for Performing Arts, the Liberty Memorial, the Nelson Atkins Museum, Union Station, and numerous other museums, concert venues, and area landmarks both in Johnson County and the greater Kansas City metropolitan area are beloved by visitors and residents.

## ABOUT THE DEPARTMENT

The County Appraiser oversees and directs the 75 employees in the Office of the Appraiser and reports to the Board of County Commissioners and the State of Kansas. With a total annual budget of \$9,419,034, the County Appraiser discovers, lists, and values all taxable property within the county. The Office of the Appraiser provides equalization of all such properties to ensure fair taxation. The state closely monitors counties for their accuracy in valuing property. In 2024, the real property appraised value was \$120,193,915,150 and the personal property appraised value was \$336,018,045.

The Appraiser's Office takes pride in the national recognition the office has received through the International Association of Assessing Officers Excellence in Assessment Administration Certified for 2005, 2011, 2017 and 2023. The office has also achieved Substantive and Statistical compliance each year since 1993, the date of inception of this measurement by the State of Kansas, Department of Revenue, Property Valuation Division.

## ABOUT THE POSITION

The County Appraiser directs and oversees the Office of the Appraiser to achieve equalization among all classes of property by maintaining the highest standards in appraisal practices and law, guided by the goals of providing quality service to the public, developing high-performance employees, and by managing County growth through the creation of automated programs which expedite the workflow. The office recently reorganized its service delivery into geographic areas within the county.

### Responsibilities

- Provide strategic planning and policy guidance as the Principal Officer of Appraisal and internal consultant.
- Formulate and manage appraisal policies and monitor legislation affecting the Office of the Appraiser.
- Oversee daily operations to ensure alignment with goals, resource management and compliance.
- Supervise the Appraisal Management Team, addressing staffing issues and supporting retention, development, and engagement.
- Direct certification of real estate and personal property valuations in compliance with state regulations.
- Create training programs to equip staff and promote a high-performance environment, with an emphasis on customer service.
- Represent the office in committees, boards, and professional associations, collaborating with stakeholders.

- Leadership and supervisory skills, including motivation, delegation of duties, evaluation, strategic planning skills, goal setting skills, assessment skills, collaboration skills, and complex decision-making skills.
- Supporting International Association of Assessing Officers (IAAO) and utilizing its services for training.

### Ideal Candidate

Johnson County seeks a focused and visionary leader, with solid experience in appraisals, customer service and complex processes, to serve as its next County Appraiser. The ideal candidate excels at creating efficiencies and process improvement; is focused and a self-starter, with excellent written and verbal communication skills. Emotional intelligence, political





astuteness, and experience in diverse areas of appraisals in the public sector are desired. A highly productive, detail-oriented person, who can maintain confidentiality, is required. The County seeks someone who can motivate a team, delegate duties, evaluate employees, plan strategically, set goals, assess others, and make complex decisions. This position interacts with both individuals in the public and business communities which requires exceptional attributes of customer service and responsiveness.

### Education and Experience

#### Required:

- Bachelor's degree in business, public administration, or a related field (Master's degree preferred).
- Fifteen (15) years of progressively more responsible mass appraisal management experience or a related field.
- Five (5) years of supervisory experience.
- Two (2) years of experience in administration of comprehensive mass appraisal services and programs.
- Valid (or commitment to obtain) professional designation as a Kansas Certified General Appraiser or Kansas Registered Mass Appraiser.
- Valid driver's license.

A relevant combination of education and experience may be considered.

### Compensation and Benefits

**Salary Range:** The annual salary range for this position is up to \$190,000 per year, dependent on qualifications and experience.

#### Benefits:

- The organization provides health, dental, and vision insurance; a phone allowance; paid leave; employer-provided HSA contribution; and employer-provided life insurance.
- Johnson County offers two retirement plans, a mandatory 6% employee participation into a defined benefit plan (KPERs); and a voluntary defined contribution plan with an employer match administered by Voya Financial, with up to a 4% match into a 401(a).
- Additionally, the County offers supplemental group life insurance, flexible spending accounts, and health savings account.

### AWARDS

- #106 America's Best Mid-Size Employers by Forbes Magazine (2024)
- Seven Achievement Awards from National Association of Counties (2024)
- #12 Top 30 Local Government List of Green Power Users by the Environmental Protection Agency (2023)
- Triple AAA bond rating

### ABOUT THE COUNTY

**County Departments:** 28

**County Employees:** 4,300

**FY2025 Budget:** \$1.83 billion

**Major Employers:** Garmin International Inc., T-Mobile, Black & Veatch, AMC Theaters, Farmers Insurance

### MAJOR PROJECTS

- \$609 million Nelson Wastewater Treatment Facility renovation
- \$113.5 million Health and Human Services Building for Mental and Public Health

## APPLICATION PROCESS

### Please apply online

Johnson County is partnering with OMNI Human Resource Solutions' Executive Search Team to fill this role.

For more information, contact:

**Stacey Cowan, Senior Search Consultant**

[scowan@omnihrm.com](mailto:scowan@omnihrm.com)

913-653-8085

*Johnson County Government proudly commits to a work environment in which all individuals are treated with dignity and respect. We embrace diversity and prohibit discrimination against employees and applicants for employment because of race, color, national origin, ancestry, religion (or no religion), creed, sex or gender, sexual orientation, gender identity or expression, pregnancy, age, disability, genetic information, military service or veteran status, citizenship, political affiliation or belief, and any other status or characteristic protected by law.*

*We support an inclusive workplace where employees excel based on personal merit, qualifications, experience, ability, and job performance.*

## RESOURCES

[Johnson County](#)

