



CUMBERLAND
COUNTY

NORTH CAROLINA



CUMBERLAND COUNTY, NORTH CAROLINA

FINANCE DIRECTOR/CHIEF FINANCIAL OFFICER



FINANCE DIRECTOR/CHIEF FINANCIAL OFFICER



Cumberland County, NC (pop. 337,890) seeks a skilled and experienced professional to lead its Finance Department. The next Finance Director/Chief Financial Officer will join a dynamic organization with numerous major initiatives underway and significant priorities on the horizon. The Finance Department is responsible for the financial planning and management of these initiatives and the financial oversight of the County.



THE COMMUNITY

Cumberland County is the fifth largest county in North Carolina and is home to the largest military base in the United States in Fort Liberty. Situated along the Cape Fear River, Cumberland County has a total land area of 652 miles that features a mix of urban and rural settings and offers a diversity of lifestyle options. It is home to Fayetteville Regional Airport (FAY) and about an hour from Raleigh-Durham International Airport (RDU). Interstate 95 runs through Cumberland County, which is located just south of the I-95/I-40 interchange, providing convenient access to the beach and North Carolina Outer Banks to the east and the Great Smoky Mountains to the west. The world-renowned [Pinehurst Golf Resort](#) is also a short drive away in a neighboring county.

Cumberland County has 9 municipalities, including the City of Fayetteville, which is the county seat and sixth largest municipality in the State. Downtown Fayetteville has experienced significant revitalization over the past decade with a new [minor league baseball stadium](#) and a state-of-the-art [multi-modal transit center](#). A variety of eclectic restaurants and shops are within walking distance of the County Courthouse Complex. Downtown also features attractions including the Fascinate-U children's museum; multiple historical and military-themed museums; Festival Park outdoor performance and event venue; and North Carolina Veterans Park, the first state park dedicated to veterans of all branches of the Armed Services. Cumberland County is also in the process of constructing more than half a billion dollars in transformative projects in and around the Courthouse, including the \$145-million Crown Event Center which will break ground later this year.



Cumberland County offers leisure and entertainment options for everyone. For the nature lover, Cumberland County features a variety of [agritourism](#) destinations, including numerous working farms and local farmers markets; hiking and biking trails; lake fishing; golf courses; and a host of additional [outdoor recreation](#) activities. Arts lovers will find musical, theatrical, and visual arts venues, as well as family-friendly participatory activities. An assortment of breweries, pubs, lounges, and sports bars provide [nightlife](#) and weekend entertainment options with new and exciting small businesses opening frequently.



[Cumberland County Schools \(CCS\)](#) serves more than 51,000 pre-kindergarten through 12th grade students across 52 elementary schools, 18 middle schools, and 18 high schools. With Fort Bragg located within school district boundaries, CCS works closely with military students and families as they transition to and from the base. The district seeks to prepare students for college, career, and citizenship and be the "School System of Choice" for families.



The county is also home to world-class higher education institutions for graduates who wish to remain in the area and residents who wish to continue their education. These include [Fayetteville State University](#), a historically Black institution (HBCU); [Fayetteville Technical Community College](#); and [Methodist University](#), an NCAA Division III school.

THE COUNTY ORGANIZATION

Cumberland County operates under the Commission-Manager form of government with a seven-member Board of Commissioners. The county provides a wide range of services including animal control, elections, child support, community development, emergency services, transportation, GIS, library, public health, utilities, social services, soil and water conservation, solid waste management, tax administration and veterans services. The county also provides significant funding for the county school system.



CUMBERLAND COUNTY NORTH CAROLINA

VISION STATEMENT:

To grow as a regional destination for employment, economic development, commerce, and cultural pursuits.

CORE VALUES:

"Serving Cumberland County citizens with PRIDE"

- ★ PROFESSIONALISM
- ★ RESPECT
- ★ INTEGRITY WITH ACCOUNTABILITY
- ★ DIVERSITY
- ★ EXCELLENT CUSTOMER SERVICE

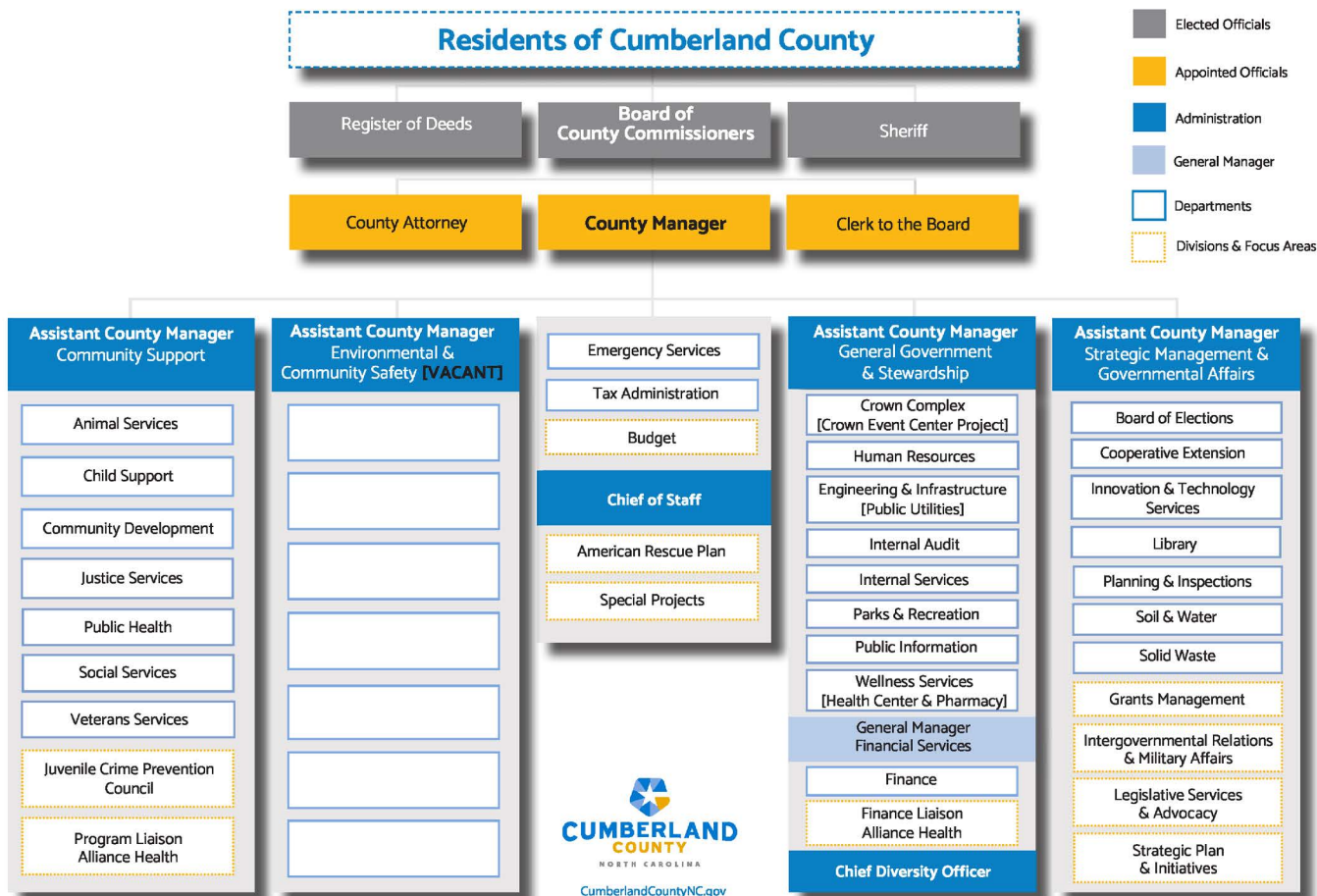
THE POSITION:

- The County has a FY2024 total budget of \$575 million across all funds and 2,600 full-time equivalent (FTE) positions.
- The County has a bond rating of AA+ by S & P.
- The Finance Department is responsible for purchasing and bids, accounting, customer billing and collections, payment processing, cash management, miscellaneous receivables, debt issuance, budget preparation, financial reporting, and financial forecast and analysis. The County's risk management and employee benefits functions are under the Finance Department.
- The Finance Director reports to the Assistant County Manager for General Government & Stewardship and is an essential member of the County's management team.
- The Finance Department has 20 budgeted positions.

ESSENTIAL SKILLS:

- Strong knowledge of public finance, including budgeting, capital financing and accounting in local government.
- Ability to lead financial staff including hiring, training, and developing new employees.
- Ability to inspire trust throughout the organization and to work with department leaders on their individual department needs.
- Ability to improve and streamline existing processes to provide the highest level of customer services possible to the County's departments, employees, vendors and citizens.
- Strong personal and professional integrity.

Organizational Structure - Cumberland County, NC



CHALLENGES, PROJECTS, AND KEY ISSUES

The next Chief Financial Officer will have the opportunity to engage in a wide range of exciting and challenging projects and issues:

- **Major Capital Investment** – The County is undertaking a number of high-profile and high-priority capital projects. These projects are at various stages of planning and development, and the next Chief Financial Officer will play a key role to insure their completion. They include construction of the new Crown Event Center, a \$145-million multipurpose event center to be located in Downtown Fayetteville; design and construction of a homeless shelter to serve the County's unhoused population; expanding solid waste landfill capacity; and planning and construction of a new government services center to consolidate many of the County's departments in a single more convenient location.
- **American Rescue Plan Act (ARPA) Funds** – Cumberland County received approximately \$65 million in funding from the American Rescue Plan Act of 2021, aimed at assisting local governments in combating and recovering from the COVID-19 pandemic. County staff are in the process of expending the funds to benefit the county in accordance with the budget approved by the Board of Commissioners. Funds must be encumbered by December 2024 and expended by December 2026.
- **Water & Sewer Expansion** – The County has been working for years to expand water and sewer access to more rural parts of the county. The Board of Commissioners has set aside funding in the current year's budget to combine with grants and other funding to move this priority forward, and the County is working with partner organizations to determine the most feasible solution to address this issue.
- **Talent Development** – The Board of Commissioners approved implementation of a Classification & Compensation in 2023 to make the County's salaries more competitive. As part of the County's Management Team, the Chief Financial Officer will get to assist with continuing to support the County's workforce through implementation of compensation strategies and evaluation and development of other incentives aimed at recruiting and retaining the best talent and making Cumberland County an employer of choice within the region and across the State.
- **Team Development** – The Chief Financial Officer will have the opportunity to build a strong team by filling several key positions within the finance department.



CUMBERLAND COUNTY

IDEAL CANDIDATE

The successful candidate will be an experienced local government finance professional with a strong grasp of county finance and budget practices. The Chief Financial Officer must be able to inspire trust with the Board of Commissioners, the County Manager and Management Team, and Department leaders throughout the county. The Chief Financial Officer must also lead and direct a professional finance staff. The successful candidate will have great personal and professional integrity.

KEY SKILLS, ABILITIES, & ATTRIBUTES

- Budget and financial management expertise
- Supervisory experience leading and mentoring support staff
- Strong understanding of financial software
- Ability to work collaboratively with other leadership team members
- Strong professional ethics and integrity
- Confident, firm, and respectful
- Innovative, open to new ideas



POSITION REQUIREMENTS

Graduation from an accredited four-year college or university with a degree in accounting, finance or directly related degree with a minimum of 30 hours in accounting supplemented by at least six (6) years' experience that includes progressive responsibility including four (4) years of senior management experience and significant county government experience. CPA license, North Carolina Government Finance Officers Association and/or GFOA's Certified Public Finance Officer certification and experience with Tyler Munis ERP software preferred.

COMPENSATION & BENEFITS

The salary range for this position is \$125,584 to \$213,493. Cumberland County offers a comprehensive benefits package, including retiree health insurance after 10 years of service.

HOW TO APPLY

Apply by April 12, 2024, at www.GovHRjobs.com to the attention of W. Lane Bailey, Senior Vice President, 630 Dundee Road, #130, Northbrook, IL 60062. Tel: (847) 380-3240.

