



CUMBERLAND COUNTY,  
NORTH CAROLINA  
**ASSISTANT  
COUNTY MANAGER**





# CUMBERLAND COUNTY, NORTH CAROLINA

# ASSISTANT COUNTY MANAGER

## THE POSITION IN BRIEF

Cumberland County, NC (pop. 337,000) seeks a skilled and experienced county government professional to lead the fifth-largest county in North Carolina. The next Assistant County Manager will join an organization on the move with a number of major initiatives underway and significant priorities on the horizon. This requires a capable leader and a quick study who can shepherd projects to completion while simultaneously guiding the organization toward a new level of innovation and service delivery.

## THE COMMUNITY

Cumberland County is comprised of nine municipalities, including Fayetteville, the county seat, which is the sixth largest city in North Carolina and home to the largest military base in the U.S., Fort Bragg. Situated along the Cape Fear River, the county has a total land area of 652 miles and a mix of urban and rural settings. It is home to Fayetteville Regional Airport (FAY) and about an hour from Raleigh-Durham International Airport (RDU). Interstate 95 runs through Cumberland County and meets I-40 just north of the county line, providing ready access to beaches to the east and mountains to the west. The world-renowned [Pinehurst Golf Resort](#) is less than a one-hour drive from the county's western border.



Downtown Fayetteville, where the County's administrative offices are located, has experienced significant revitalization, with a new [minor league baseball stadium](#) and entertainment complex as well as 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 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. And an assortment of breweries, pubs, lounges, and sports bars provide [nightlife](#) and weekend entertainment options.

The County's commitment to expanding and diversifying its economy includes maintaining a strong industrial base. Manufacturing and distribution services are diverse in the area. The County's workforce has a median age of 31.8, far below the national median, and has a much higher than average percentage of workers who have college degrees as compared to the national median.

[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 elected to staggered four-year terms. Two Commissioners are elected from District One, three from District Two, and two are elected at-large. Commissioners select the Chair and Vice Chair annually.

Management oversight represents a staff of five that includes the County Manager, and four Assistant County Managers. The County Manager serves as the Executive Officer and executes all powers and duties as defined in GS 153A-82, under the directives as outlined and provided by the Board of County Commissioners. Due to the size and complexity of county operations, which includes various boards and commissions, non-profit organizations, representing over thirty departments, and an operating budget of over \$600M, the Assistant County Managers, assist the County Manager by providing administrative direction and oversight to assigned respective departments.

Cumberland County has a FY2026 total budget of \$624 million and approximately 2,600 full-time equivalent (FTE) positions across all funds. The County administers a wide range of services in addition to appropriating funding for Cumberland County Schools.

The leadership team is a healthy mix of longer-tenured and newer department heads who possess deep subject-matter expertise in their respective areas. The organization has benefitted from stable leadership and a culture that employees describe as collaborative and supportive.



## CUMBERLAND COUNTY NORTH CAROLINA

### MISSION:

*Serving. Leading. Thriving.*

We are committed to delivering high-quality, innovative, and fiscally responsible services that enhance the well-being of individuals, families, businesses and the broader community.

Through visionary leadership and strategic investment, we create an environment where every resident has the opportunity to reach their full potential.

As dedicated stewards of our County's resources, we foster economic growth, public safety and community engagement – ensuring a strong and prosperous future for all who call Cumberland County home.

### VISION:

Cumberland County is a regional leader in economic prosperity and community well-being.

We are a safe, resilient, and inclusive community where military and civilian life thrive together, housing is accessible, and a high-quality education empowers all.

Through collaboration and service, we build a strong, healthy and prosperous future for everyone who calls Cumberland County home..

### CORE VALUES:

"Serving Cumberland County citizens with PRIDE"

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



## IDEAL CANDIDATE

The successful candidate will be an experienced county government professional with a strong grasp of county finance and budget practices. Because of the breadth of services the County provides, the Assistant County Manager must be a quick study and demonstrate the ability to oversee programs with various funding sources and the ability to collaborate with departments that have dual reporting lines. Given the racial, ethnic, economic, and geographic diversity of Cumberland County, the next Assistant County Manager should ideally have a track record of engaging effectively with similarly diverse communities.

The position will assist the County Manager with the planning and administration of County Government in overseeing and supervising all departments and activities in Innovation & Technology Services, Public Library, and Grants Management. This position will also serve as liaison between the County Manager and department directors as well as Board of Elections, Cooperative Extension, Legislative Services & Advocacy, and Strategic Planning & Initiatives.

This position spends a considerable amount of time in support of the Board in researching and preparing agenda items and preparing public events. Typical tasks will include development of policies and procedures as necessary in all assigned areas to ensure prompt and efficient service delivery to all County Departments; assists in the preparation of the annual County budget and in controlling expenditures; work with Chief ITS Director on technology initiatives to ensure the county systems are secure and provide the level of service necessary to

service the public; work with all department heads, in the identification of both administrative and programmatic problems, and recommend resolution direct to county administration.

The position will also facilitate the development and implementation of proposals approved by the Board of Commissioners and/or County Manager; maintains current knowledge of changing federal and state laws; serves as the link to ensure that these changes are researched to determine the impact of implementation to county government operations.

They will be expected to communicate with the County Manager and management team on planning and organizing activities and will identify or assist in the identification of alternative solutions to issues or situations; and must implement decisions in accordance with prescribed state, federal, and local regulatory requirements.

An organizational culture characterized by collaboration, respect, and trust has been key to the County's ability to sustain operations and service delivery through multiple natural disasters, the COVID-19 pandemic, and related resource limitations. Therefore, the next Assistant County Manager should possess high emotional intelligence and political savvy and a reputation of showing high regard for their employees and members of the community. This individual is expected to be a "working manager" with an engaged and active management approach that will allow them to remain versed on major priorities and issues while empowering their managers to lead.





## POSITION REQUIREMENTS

- Graduation from an accredited four-year college or university with a degree in public administration, business administration or a related field; A Master's degree from an accredited college or university in public administration, business administration, or finance, is preferred.
- At least six (6) years' progressively responsible administrative and supervisory work in one or more assigned departments or other related areas; or an equivalent combination of education, training, and experience.
- Residency within the county is preferred but not required.
- ICMA – Credentialed Manager certification is preferred.

## COMPENSATION

The expected hiring range is \$158,394 - \$213,832 with a comprehensive benefits package including retiree health insurance after 10 years of service. Link to benefits summary: [Cumberland County Benefits](#)

## HOW TO APPLY

Interested candidates should apply online at [GovHRjobs.com](#) with a cover letter, resume, and contact information for at least five professional references by August 22, 2025. For further information, contact MGT Senior Consultants Lane Bailey or Sarah McKee at 847-380-3240.

*Cumberland County is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. They seek to recruit the most talented people from a diverse candidate pool and strongly encourage all qualified candidates to apply. Master's degree from an accredited college or university in public administration, business administration, or finance, and ten (10) years of experience in an administration/management role, of which four (4) must include program management; or an equivalent combination of education, training, and experience.*

