



CUMBERLAND
COUNTY

NORTH CAROLINA



MGT

CUMBERLAND COUNTY,
NORTH CAROLINA
**ENGINEERING
DIRECTOR**

CUMBERLAND COUNTY, NORTH CAROLINA

ENGINEERING DIRECTOR



THE POSITION IN BRIEF

Cumberland County, NC (pop. 337,000) seeks a skilled and experienced professional engineer professional to lead the Department. The next Engineering Director will join an organization on the move with a number of major initiatives underway and significant priorities on the horizon. The Engineering Department is responsible for managing Capital Improvement Projects involving the construction, replacement, or renovation of existing facilities, building systems and other types of infrastructure. The Director serves as the County Engineer.

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.

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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.

The County Manager serves as the Executive Officer and executes all powers and duties as assigned by the Board of County Commissioners. Due to the size and complexity of county operations, there are also four Assistant County Managers. This position will report to one of the Assistant County Managers.

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 funds for Cumberland County Schools.

THE DEPARTMENT

In addition to managing the Capital Improvement Program, the Engineering Department also oversees the billing, collections, and maintenance of several water and sewer districts across the county. The Engineering Department also administers and enforces the County's floodplain management program and provides technical engineering support services to other county departments.

The Department is comprised of the Director, an Assistant County Engineer and four (4) Engineering Technician II positions, one (1) Administrative Assistant, and one (1) Public Utilities Technician.

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

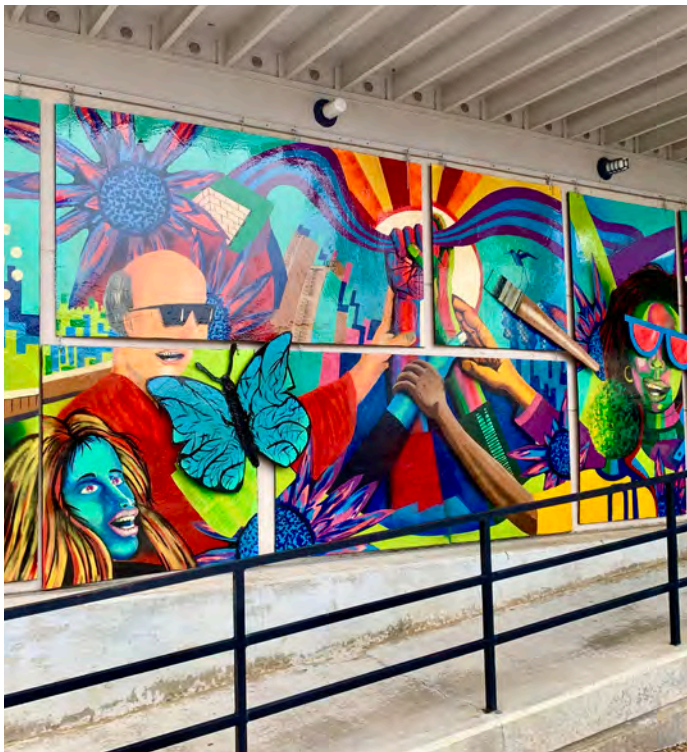


IDEAL CANDIDATE

This position will provide engineering project management oversight, including supervision of all levels of staff. The position will oversee or review environmental, infrastructure, and geomatic projects and manage implementation of projects/plans according to codes and regulations.

The position is charged with planning and directing all programs, services and use of resources for the Department. They will develop department goals and objectives; formulate policies and procedures; identify current and projected engineering programs; evaluate programs/services to identify needed changes, enhancements and/or expansions. Ensures programs and activities meet applicable State and/or federal requirements.

The Director provides project management services for capital improvement projects which involves preparing requests for qualifications for professional services; attending pre-bid and pre-construction conferences; negotiating and securing services with contractors; reviewing and approving payments to contractors and other professionals providing services to the County; negotiating change orders and preparing justifications to the Board of Commissioners; conducting inspections of projects under construction and resolving problems pertaining to same; attends construction progress meetings; and maintains active involvement in all phases of capital improvement projects.





POSITION REQUIREMENTS

- Graduation from an accredited four-year college or university with a major/degree in civil engineering and six (6) years' experience and/or training that includes performing professional engineering, project management and supervisory work; or an equivalent combination of education, training, and experience.
- At least six (6) years' progressively responsible administrative and supervisory work with engineering experience in a state or local government setting.
- Registration as a Professional Engineer in North Carolina is required.

COMPENSATION

The expected hiring range is \$118,464 - \$159,927 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.

