ASSISTANT CITY MANAGERS
CITY OF FAYETTEVILLE, NC

MGT

ASSISTANT CITY MANAGER – TWO POSITIONS
CITY OF FAYETTEVILLE, NC

THE POSITIONS IN BRIEF

The City of Fayetteville, NC, seeks two highly skilled local government leaders for Assistant City Manager (ACM) positions. The two positions currently oversee **Construction Management, Parks & Recreation and Public Services** as part of the **Operations Portfolio**, and **Economic & Community Development, Development Services, Fayetteville Regional Airport and Transit** as part of the **Community Investment Portfolio**. It is the intent to have portfolio assignments made based on the skills and talents of the selected candidates.

This is an opportunity to bring your passion and energy to cultivate constructive collaboration among departments within each group to facilitate collaboration across the organization. We are looking for problem-solvers, advocates, and consensus builders who will enable their respective teams to focus on the mission. Alongside the other two Assistant City Managers and other senior administrative staff, these positions are part of a talented executive team that supports the City Manager in implementing the city's strategic priorities.

THE COMMUNITY

Fayetteville, NC, is one of the most family-friendly, patriotic, diverse and strategically relevant communities in America. The city is a neighbor and partner to Fort Bragg, home of U.S. Army Airborne and Special Operations Forces. The installation is home to several major commands including U.S. Army Western Hemisphere Command, U.S. Army Reserve Command, U.S. Army Special Operations Command, XVIII Airborne Corps, and the 82nd Airborne Division. Fayetteville proudly serves the 57,000 military, 16,000 civilian and contracted employees, 80,000 military family members and 97,000 military veterans and retirees, making it one of the largest military installations in the world..

The city is constantly growing, changing and supporting its more than 208,000 residents, making it the sixth largest City in North Carolina. With a median age of 30.7, Fayetteville is filled with the energy of young adults and families with young children. Whether walking the Cape Fear River Trail, visiting Fascinate-U Children's Museum, enjoying an evening of Woodpeckers' minor league baseball, or attending one of the annual festivals or events, the City offers year-round entertainment and recreation opportunities for everyone. Conveniently located within a couple of hours' drive of Myrtle Beach and other popular East Coast beaches, families can make day trips to the ocean, or they can head north to the scenic Blue Ridge Mountains for a weekend of camping, fishing, or hiking.

The community has a rich history dating to 1762, in the early days of America, and was named after the Revolutionary War hero, the Marquis de Lafayette. Historical landmarks woven throughout the downtown area connect the past to the present and future. The historic downtown offers quaint specialty shops, art museums and installations, unique dining venues, antique shops, and bookstores.

Downtown is also home to a baseball stadium that houses a Minor League affiliate of the Houston Astros. The stadium is adjacent to a recently redeveloped historic hotel property offering residential and mixed-use units. Significant attractions like the Airborne Special Operations Museum, Festival Park, outdoor activities, sports complexes, and the North Carolina State Veterans' Park make Fayetteville a destination for travelers.

MAJOR CIVILIAN EMPLOYERS:

- U.S Dept. of Defense (Civilian) 10,999
- Cape Fear Valley Health System 7,500
- Cumberland County Board of Edu 5,779
- Goodyear Tire & Rubber Company 2,900
- Veterans Administration 2,331
- Wal-Mart Associates, Inc. 1,293
- City of Fayetteville 1,937
- Cumberland County Government 2,069
- Food Lion 1,012
- Fayetteville Tech. Community College 1,315

***Approximately 51,000 uniformed soldiers and airmen are stationed at Fort Bragg.*

THE CITY

The City of Fayetteville adopted the council-manager form of municipal government in June 1949. This type of government was developed in Virginia in 1909 and today is the predominant form of local government in North Carolina. Under the council-manager form of government, the Fayetteville City Council performs the legislative functions of the City, establishing laws and policies, setting strategic priorities, and adopting the annual budget. The Fayetteville City Council is the elected governing body representing the citizens of Fayetteville. Under the current electoral system, the City Council consists of nine council members and a mayor. All nine council members are elected from single-member districts, and only residents within each district may vote for each district seat. The mayor is elected at-large.

The City Council appoints a manager who carries out the laws and policies enacted by the Council. The City Manager is responsible for managing the City's employees, finances, and resources as the chief budget officer. The City Council also appoints the City Attorney, who represents the City administration and City Council in all legal matters.

THE CITY ORGANIZATION

Fayetteville has an FY 2026 approved operating budget of over $315.2 million, a capital improvement plan of $94.1 million, and approximately 2,112 full-time (FTE) positions.

FAYETTEVILLE NC

AMERICA'S CAN DO CITY

OUR VISION

An attractive, culturally diverse, and inclusive city that is safe, prosperous, innovative, and unified.

OUR MISSION

To provide high quality and sustainable public services for our communities to thrive and our businesses to grow.

OUR VALUES

We, the Mayor, City Council, Managers, Supervisors, and Employees serve with respect to safeguard and enhance the public trust in City government:

- **R**esponsibility
- **E**thics
- **S**tewardship
- **P**rofessionalism
- **E**ntrepreneurial Spirit
- **C**ommitment
- **T**eamwork

FY26 STRATEGIC PRIORITIES

CANDIDATE PROFILE

The successful candidates for each role will demonstrate political astuteness, innovation, and the ability to effectively lead subject-matter experts. They will be clear and effective communicators with a commitment to working cooperatively with their fellow ACMs in support of the City Manager. The City is continually challenging itself to break through convention while building forward for the future, and these positions are key contributors to this goal.

Qualifications & Experience

Bachelor's degree in public administration, business administration, finance, accounting, planning, or other related areas. Ten years of progressively responsible experience, of which three years must include senior management/senior administrative local government experience. Master's degree preferred.

Additional qualifications include:

- Understand community visioning and strategic planning processes; possess the ability to help the City Manager's Office execute and refine a tradition of developing a long-range vision and strategic initiatives for the community and then deliver on those goals and objectives. Have the ability to see the plan's effects across all departments.
- Have the experience and judgment to recognize the need for change when it arises, and the leadership skills, political astuteness, technical competence, and courage to effect such change.
- Have the skill to develop a strong and trusting working relationship that will complement the City Manager's strengths; be perceptive enough to know when and how to tactfully fill in the gaps and break the log jams when necessary.
- Possess broad fiscal and operational management experience in a municipality of comparable size and complexity.
- Possess substantial project management experience with an emphasis on municipal government projects.

KNOWLEDGE, SKILLS AND ABILITIES

Below are specific knowledge, skills and abilities required to perform the Assistant City Manager roles for the City of Fayetteville. The two roles are currently assigned to the operations portfolio and the community investment portfolio. It is the desire of the City Manager to assign portfolios based upon the knowledge, skills and abilities of the selected candidates.

Operations Portfolio

- The current Operations Portfolio has a combined position count of 387 budgeted FTEs, and an operating budget of $71,556,614.
- A strong understanding of Engineering, Public Works, Project Management and vertical construction management. Additionally, the successful candidate should have a broad understanding of grant management, interlocal government agreements and municipal operations. The ability to seek solutions that provide more effective access to information and services and improve process efficiencies through technology. This position will demonstrate the ability to embrace balanced innovation with an understanding of established practices.
- Specification qualifications for this position include preferred skills in engineering and/or project management. A Professional Engineer or Project Management Professional designation is highly preferred.
- A Capital Project Dashboard can be found here. [Fayetteville Capital Projects]

Community Investment

- The current Community Investment Portfolio has a combined position count of 223 FTE's and a combined operating budget of $32,574,253.
- A strong understanding of general government relations with specific emphasis on military operations as an economic driver in the community, and long-range planning of the city's neighborhoods and land management needs. This role will be expected to assess the current organization and resources of the operations in this portfolio to address service gaps and rally departments around a unifying vision.
- Preferred experience with Federal Housing programs through Housing and Urban Development (HUD) as well as the Federal Aviation Administration (FAA). Experience with community revitalization and redevelopment is preferred.

COMPENSATION & BENEFITS

The anticipated hiring salary range for the position is $136,553 - $213,022 + DOQ/E with an excellent benefit package. Residency within the corporate boundaries of the city is required. If needed, a relocation allowance is negotiable. The application deadline is September 11, 2026. Candidates can apply online at the MGT Career Center with a resume and cover letter. For more information, contact Sarah McKee, Senior Consultant, MGT at 847-380-3240 ext. 120.

The City of Fayetteville is committed to compliance with the American Disabilities Act and is an Equal Opportunity Employer. Diversity and inclusion are critical to their success. No applicant or employee shall be deprived of employment opportunities because of such individual's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, natural hair, hairstyle, or genetic information.

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