CITY OF FAYETTEVILLE, NORTH CAROLINA

DIRECTOR OF CONSTRUCTION MANAGEMENT AND CAPITAL PROJECTS

MGT

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The City of Fayetteville seeks a Director of Construction Management and Capital Projects to perform responsible management work in the design, construction, and maintenance of all City facilities. The Director will manage and oversee the implementation of capital projects and other complex, highly sensitive projects for the City. They will develop and implement the City's annual Capital Improvement Program (CIP) process and assist with other elements such as sustainability and special projects as assigned. The Director will deliver projects on time and within budget through proactive project management and transparent reporting. This is an opportunity to be an important part of the City's development and redevelopment by fostering transparent project and construction management.

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

Additional information for the City of Fayetteville's Strategic Priorities can be found here: [Fayetteville Strategic Planning]

FAYETTEVILLE

Construction Management

Our Mission Statement – To deliver high quality facilities within the established budget and timeline in cooperation with internal and external partners.

The Department is comprised of 5 positions and has an operating budget of $1,875,166

CANDIDATE PROFILE

This position is charged with enhancing the ability of the City to have successful, on-time, on-budget and transparent construction activities on city-owned and city-operated facilities. The City has an evolving capital improvement plan and currently has plans for various construction/renovations of city owned facilities which shall allocate millions of taxpayer dollars. It is imperative that these projects are constructed using taxpayer dollars to their fullest effect and provide facilities that are beneficial to the residents, employees and visitors of the City.

This position is more importantly charged with the ability to work with contractors and vendors to ensure that costs of projects are held in check and within the allocated budgets. The preparation of those budgets and the ability to cost source them is imperative to the city as it continues to use taxpayer dollars to improve and construct municipal facilities in the coming years. With that in mind, this position must be able to interface with the contractors as well as the City Manager and City Council to ensure their questions are being answered and construction updates are provided. The City wants to ensure that contracts issued for construction are applicable to the projects, realistic for completion and costs are contained. This position will act as the "Owner's Representative" for construction projects through careful project management.

The Director of Construction Management and Capital Projects is an integral part of the City of Fayetteville's leadership team, requiring well-developed leadership abilities and management skills that are based upon consensus building, visioning and problem solving.

The Director must have a strong desire to work in a collegial, fast-paced, team-oriented environment. They must be highly motivated, self-starting, detailed oriented and confident individual with excellent interpersonal skills.

The Director will evaluate and review plans, cost estimates/studies, specifications, designs and related documents, technical reports and letters, proposals, reports and studies; participate in the development and preparation of plans, specifications and cost estimates for proposed projects and public improvements. They will also negotiate and approve/administer contracts to include monitoring contract compliance; compiling documentation, schedule projects and resources, and act as the single point of contact for all city projects to include providing project status updates to all stakeholders and Boards, including attendance at public hearings related to projects.

They will assist in resolving disputes between consultants, users and City agencies as they occur. The Director will be responsible for reviewing requests for proposals, requests for qualifications, consultant agreements and construction contracts as well as coordinating information requirements, schedules and deadlines with regard to assigned projects and answering questions related to project status. Additionally, they will ensure conformance to state, county and agency procurement regulations and policies; ensure compliance with federal and state requirements on grant funded projects.

A Capital Project Dashboard can be found here. Fayetteville Capital Projects

EDUCATION AND EXPERIENCE

A bachelor's degree in construction management, architecture, urban or regional planning, engineering, or a closely related field. At least seven years of progressively responsible experience in construction management, civil engineering, or private-sector construction project management is required, including supervisory experience. Licensure as a Professional Engineer or Architect in North Carolina, or the ability to obtain licensure within nine months, is highly preferred. Additional preferred credentials include Certified Construction Manager (CCM), Project Management Professional (PMP), LEED accreditation, or a North Carolina General Contractor's License.

COMPENSATION & BENEFITS

The anticipated hiring salary range for the position is $155,000 - $170,000 + DOQ/E with an excellent benefit package. If needed, a relocation allowance is negotiable. The application deadline is September 4, 2026, Candidates can apply online at govhrjobs.com 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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