

CUMBERLAND COUNTY, NORTH CAROLINA

COUNTY MANAGER



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THE POSITION IN BRIEF

Cumberland County, NC (pop. 336,000) seeks a skilled and experienced county government professional to lead the fifth-largest county in North Carolina. The next 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.



[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.

Cumberland County has a FY2023 total budget of \$552 million and 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. The current County Manager is retiring after 8 years in the position and 32 years with the County, and will work with an Interim Manager to create a transition plan for her successor.

CUMBERLAND COUNTY NORTH CAROLINA

VISION STATEMENT:

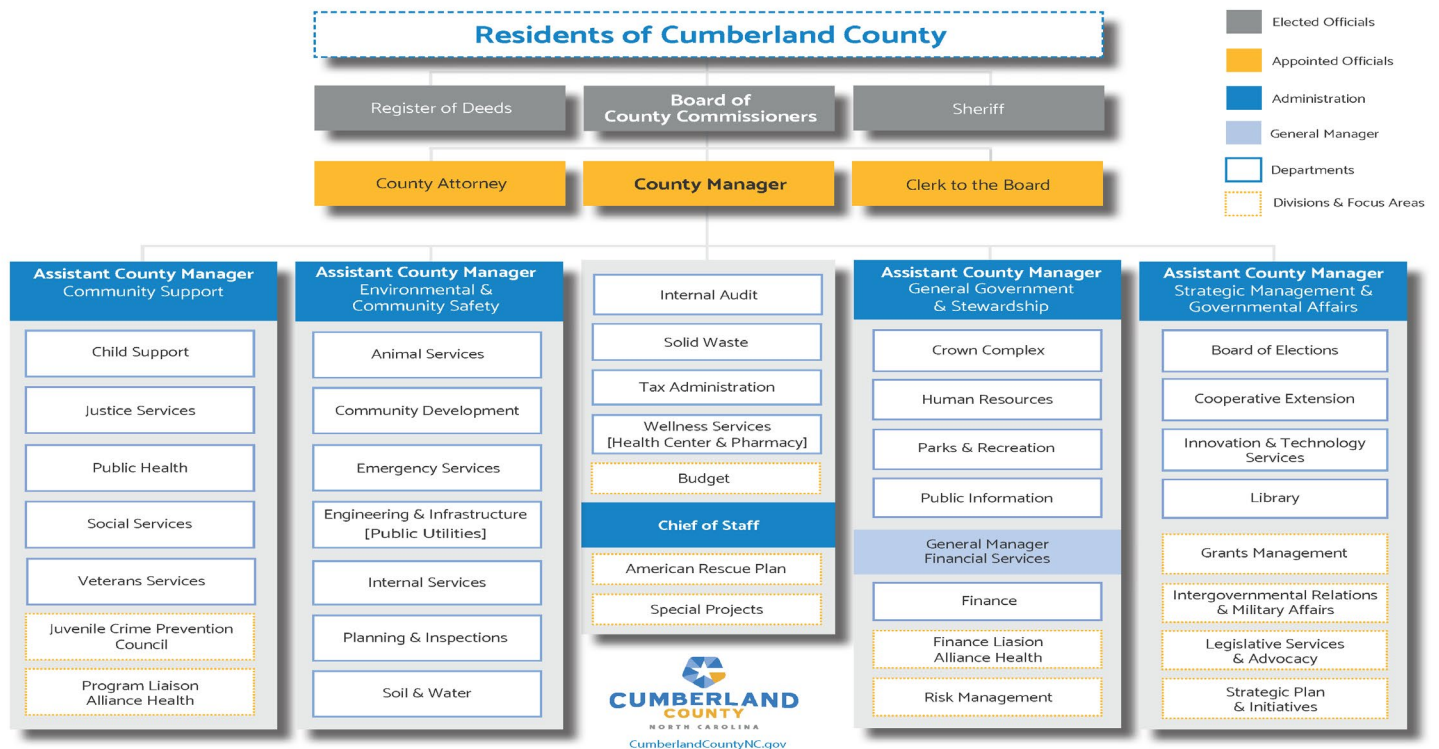
To grow as a regional destination for employment, economic development, commerce, and cultural pursuits.

CORE VALUES:

"Serving Cumberland County citizens with PRIDE"

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

Organizational Structure - Cumberland County, NC



CHALLENGES, PROJECTS, AND KEY ISSUES

The next County Manager will have the opportunity to engage in a wide range of exciting and challenging projects and issues:



Classification & Compensation – The County is embarking on a classification and compensation study to make salaries more competitive in the current market, address compression, and abate a historically high vacancy rate in some key departments. Completing the study and implementing recommended changes in the FY2024 budget will be a top priority for the next County Manager and a crucial step toward making the County an employer of choice in the region and state.

Water & Sewer – The County has been working for years to resolve issues related to pollution of the Cape Fear River and expanding 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 move this priority forward, and the County is working with partner organizations to determine the most feasible solution to address this issue.

Various Capital Projects – 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 County Manager will be expected to get up to speed and facilitate their completion. They include construction of a new ADA-compliant Crown Event Center; site selection and construction of a homeless shelter; expanding solid waste landfill capacity; and planning and construction of a new government services center.

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.

Intergovernmental Coordination – Strengthening relationships and coordinating efforts with municipal, educational, military, and community stakeholders and partners will be crucial to the County's ability to meet ongoing and anticipated needs in the region.

Diversity, Equity, & Inclusion – The Board of Commissioners approved a three-year [DEI strategic plan](#) in December 2021, which included the establishment of a new Chief Diversity Officer position reporting to the County Manager. The next manager will be expected to embody these principles and ensure their full integration into the County's policies, organizational culture, and service delivery.

Team Development – As members of the senior staff retire, the next County Manager will need to prioritize strengthening the existing County leadership team to sustain progress.



CUMBERLAND COUNTY

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 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 County Manager should ideally have a track record of engaging effectively with similarly diverse communities.

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 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.

KEY SKILLS, ABILITIES, & ATTRIBUTES

- Facilitation/consensus-building skills
- Budget and financial management expertise
- Ability to clearly communicate complex issues
- Consistent follow-through and accountability
- Participatory decision-making approach, as appropriate
- Strong professional ethics and integrity
- Confident, firm, and respectful
- Innovative, open to new ideas



POSITION REQUIREMENTS

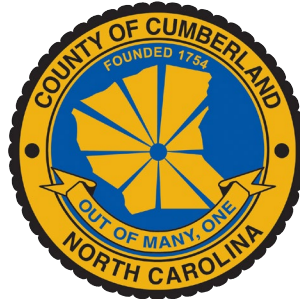
A Master's degree from an accredited college or university in public administration, business administration, or finance, and ten (10) years of experience in an administration/management role, of which four (4) must include program management; or an equivalent combination of education, training, and experience.

COMPENSATION & BENEFITS

The salary range for this position is \$220,000-295,000. Cumberland County offers a comprehensive benefits package, including retiree health insurance after 10 years of service. Residency within the county is required.

HOW TO APPLY

Apply by October 11, 2022, at www.GovHRjobs.com to the attention of Lane Bailey, Senior Vice President, and Dele Lowman, Senior Vice President, 630 Dundee Road, #225, Northbrook, IL 60062. Tel: (847) 380-3240.



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