FAYETTEVILLE, NORTH CAROLINA

CITY ENGINEER

EXECUTIVE RECRUITMENT
The Community

FAYETTEVILLE, NC (POP. 210,000) – Fayetteville, NC is one of the most family-friendly, patriotic, and diverse communities in America. They are proud to be home to Fort Bragg, the Army’s headquarters for Airborne and Special Operations forces, and Pope Airfield. It is also home to the Army Forces Command making the 57,000 military, 11,000 civilian employees and 23,000 family members one of the largest military complexes in the world.

The City is constantly growing, changing and supporting more than 210,000 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, or attending one of the annual festivals or events, the City offers year-round entertainment for everyone. Conveniently located within a couple 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 that goes back to 1762, in the early days of America and was named after the Revolutionary War hero, Marquis de Lafayette. Historical landmarks are woven throughout the downtown shopping area, connecting the past to the present and future. The City also has significant state-wide attractions like the Airborne Special Operations Museum and North Carolina State Veteran’s Park. The historic downtown offers quaint specialty shops, unique dining venues, antique shops, bookstores and the picturesque Fayetteville Market House landmark.

The downtown is home to a new Baseball Stadium that will house the Single A+ Minor League affiliate of the Houston Astros. The development also includes the redevelopment of a historic hotel property into new residential and mixed-use units as well as a new high-end hotel and 90,000 square feet of office space. This has also spurred numerous other retail and dining attractions to the downtown area.

The growth in Fayetteville is expected to continue with the construction of the I-295 loop around the City. While not all of the area is within the City limits, it is expected to spur development at the interchanges as well as provide an avenue for the development of additional commercial and residential growth within the City.

Fayetteville is conveniently located in the south-central part of North Carolina, on Interstate 95 and is 140 miles east of Charlotte, 65 miles south of Raleigh and only 49 miles from Pinehurst, the American home of golf.

School System/Educational Opportunities

CUMBERLAND COUNTY SCHOOLS DISTRICT - “The School System of Choice” is the slogan of the Cumberland County Schools District. CCS is the 5th largest school district in North Carolina. All 51,000+ students are prepared through comprehensive PK-12 programming and extensive extra- and co-curricular offerings. With Fort Bragg Army Base located within school district boundaries, CCS works closely with military students and families as they transition to and from Fort Bragg. The District focuses on engaging students to include emphases on attendance and customized learning opportunities. CCS seeks to prepare students for college, career and citizenship. Pre-Kindergarten through twelfth grade students are served in 52 neighborhood elementary schools, 18 middle schools, 17 traditional high schools and an alternative high school.

There are several colleges and universities that offer residents the opportunity to further their education, including Fayetteville State University, Fayetteville Technical Community College, Methodist University, Miller-Motte College and Carolina College of Biblical Studies.
Military History—Fort Bragg and Pope Field

In 1918, Congress established Camp Bragg, an Army field artillery site named for the Confederate General Braxton Bragg. An aviation landing field named after 1st Lt. Harley H. Pope, whose JN-4 Jenny crashed in the Cape Fear River, was added a year later. After five years, Camp Bragg became a permanent Army post renamed Fort Bragg. Today, Fort Bragg and Pope Air Force Base comprise one of the world’s largest military installations.

Camp Bragg was established in 1918 when the Army needed to expand its field artillery training facilities in preparation for World War I. They chose this location because it met the following criteria: a climate suitable for year-round training and proximity to port and rail transportation. Named for Confederate General Braxton Bragg, a former U.S. artillery officer from North Carolina, the camp became Fort Bragg in 1922 after Congress decided all artillery sites east of the Mississippi River should become permanent posts.

Fort Bragg's rich airborne history and tradition was launched in 1934 with the first military parachute jump, which used artillery observation balloons as platforms. It wasn’t until two decades later, however, that the post became an airborne training site. Today, Fort Bragg is the world’s largest airborne facility with more than 56,000 military personnel. Widely known as the "Home of the Airborne," Fort Bragg houses the 82nd Airborne Division, assigned there in 1946 after returning from Europe, and the XVIII Airborne Corps, reactivated there in 1951.

The Psychological Warfare Center - now the U.S. Army Special Operations Command - was established there in 1952. USASOC now oversees tens of thousands of Special Operations Soldiers stationed and deployed across the globe. The command’s Fort Bragg contingent includes the U.S. Army Special Forces Command, U.S. Army John F. Kennedy Special Warfare Center and School, U.S. Army Special Operations Aviation Command, 3rd Special Forces Group, 4th Military Information Support Group and 95th Civil Affairs Brigade.

The War Department officially established Pope Field in 1919, and it ranks as one of the oldest installations in the Air Force. It is named after First Lieutenant Harley Halbert Pope who was killed on January 7, 1919, when the JN-4 Jenny he was flying crashed into the Cape Fear River. Original operations included photographing terrain for mapping, carrying the mail and spotting for artillery and forest fires.

Home to the 440th Airlift Group and 43rd Airlift Wing, along with Air Force Special Operations and training units. Pope Army Airfield, formerly known as Pope Air Force Base, has played a leading role in the development of U.S. tactics and airpower throughout history. Missions at Pope range from providing airlift for Airborne and Special Operations Units to humanitarian missions flown all over the world.

Fayetteville, NC—City Engineer
Arts, Entertainment and Recreation

With such a rich and storied history, the greater Fayetteville area can boast a range of museums. These facilities showcase the history of Southeastern North Carolina and highlight Cumberland County’s role in wars dating to the American Revolution. They feature local historical artifacts, exhibits and artwork and even provide educational space for children to explore. One example is the Museum of Cape Fear where visitors can enjoy the rich history of the Tar Heel state, including learning about Native Americans, European settlements, slavery, plank road, steam boating, the Civil War and more in the Fayetteville area. In addition to permanent exhibitions and a changing gallery, exhibits on naval stores, early 19th Century domestic life, transportation, and folk potters are featured. Other attractions include Arsenal Park, the remnants of the Fayetteville Arsenal, and the restored Victorian residence of Edgar Allen Poe a businessman in the 1880’s, not a writer.

The many arts and entertainment options sprinkled throughout the greater Fayetteville area provide endless hours of delightful experiences and cultural enrichment. Art galleries, concert venues and theaters are just a sample of what the area has to offer its visitors. In the former old site of the US Post office and public library, the building houses the Arts Council. The Arts Council Galleries feature local and regional artists. The group hosts numerous free art events for the community and visitors alike such as monthly Fourth Friday and Market Days events, the annual Dogwood Festival in April, the annual International Folk Festival in September, A Dickens Holiday during the holiday season and other visual art exhibitions.

As previously mentioned, the new stadium, home to the Fayetteville Woodpeckers, the minor league A+ affiliate of the Houston Astros has recently opened. This venue will anchor over $125 million in public and private investment in the downtown including new residential units, a new hotel, class A office space, and several new restaurants. The stadium is reserved to host the Big South Conference championship baseball tournament for the next three years.

With the mild winters, seasonal springs and summers and stunning autumns, visitors have the freedom to explore all year long. Offerings include trails, playgrounds, nature centers, ballfields, biking trails, lakes, water parks and more. Visitors and residents enjoy numerous outdoor activities at various golf courses in the area such as Baywood Golf Course and Anderson Creek Golf Course. Additionally, the All-American Trail along the perimeter of Fort Bragg offers various types of outdoor activities as well as fantastic natural views of the area.

Fayetteville Awards and Accomplishments

**Most Innovative City**—Fayetteville received the Most Innovative City award by *Governing Magazine*. They were named the top-performing City overall in the 2018 Equipt to Innovate national survey of American cities. Equipt to Innovate is an integrated, collaborative framework anchored in seven key characteristics of high-performance government — being dynamically planned, broadly partnered, resident-involved, race-informed, smartly resourced, employee-engaged and data-driven. Fayetteville was among the top six cities in all but one of the report’s seven criteria. The City was also recognized as the top performer in employee engagement.

**New Transit Center**—The Fayetteville Area System of Transits (FAST) opened its new FAST Multimodal Center in November 2017. The new center replaces a temporary transfer site FAST has used since 2003. The $12.6 million Center includes a 34,000 square foot facility and 16 bus bays with covered passenger loading areas. The new center will also serve Greyhound, Southeastern Coach and MegaBus and is located one block from the Fayetteville AMTRAK station.

**Police Department**—The Police and Communications Center has received numerous accreditations and awards in the past year. They include: The Police Department’s Forensic Unit - International Organization for Standardization/International Electrotechnical Commission (ISO/IEC) 17020 Forensic Inspection Agency accreditation; CALEA Gold Standard Award with “excellence” distinction sanctions the professionalism and standards displayed by the department’s men and women and places the Fayetteville Police Department in the highest tier of accredited law enforcement agencies in the country; and the Fayetteville-Police Communications Center received its TRI-ACE Accreditation from the International Academies of Emergency Dispatch. Fayetteville Communications is the 14th Communications Center in the world to obtain the prestigious TRI-ACE accreditation and is only 1 of 2 TRI-ACE accredited centers in the State.

**Fire / Emergency Services**—Fire Station 12 opened in May 2018 replacing the previous station built in 1956. The $3.56M station is more centrally located to the residents it serves and is one of 17 stations to serve residents across the City.

**Fayetteville Regional Airport**—The Fayetteville Regional Airport received a $10 million grant to expand the terminal building. The grant is part of an overall $30 million project to renovate and upgrade the terminal built in 1969 which is supported by grants and revenues and not through taxpayer dollars.

**Hurricane Matthew and Florence**—The City experienced considerable damage from Hurricanes Matthew and Florence. Though the public safety staff was well prepared, Hurricane Matthew rattled the community and damaged many important parts of its infrastructure. City staff was able to acquire recovery dollars and continues to work on recovery projects. Fayetteville received over $23 million in Community Development Block Grant and Disaster Recovery funding for homeowner recovery, small rental repair, multi-family rental housing and community recovery, which includes a Homeless Day Center. They also received over $8 million to assist residents with acquisition/reconstruction of their properties and for tree and debris removal from multiple creeks within the City.
City Government
The City of Fayetteville is organized under the Council/Manager form of government. The Fayetteville City Council is an elected body consisting of nine Council members and a Mayor. The Mayor is elected at large. All Council members are elected from individual districts. Among other duties, the Mayor and Council appoint a City Manager who is responsible for the day-to-day operations of the City, translating policy decisions of the Council into action, developing the annual operating budget and managing all department directors. City Council, City Manager and staff have communicated their desire to provide excellent customer service to the residents. The acronym Serve with R.E.S.P.E.C.T. is used to convey the City’s core values of Service, Responsibility, Ethics, Stewardship, Professionalism, Entrepreneurial Spirit, Commitment and Teamwork.

The City has a FY2020 adopted budget of just over $228 Million in expenditures. The City Council has been proactive in recent years by supporting two separate bonds issues. One was for approximately $35M for Parks renovation and development and the other was a $40M bond issue for the construction of the downtown stadium.

The Fayetteville City organization includes approximately 1,500 full time and 200 part-time seasonal employees. The City’s leadership has been dedicated to recruiting a diverse workforce to reflect the community they serve. While an ongoing effort, the City has been successful in developing a diverse team throughout the City organization. The City’s organizational culture has been one where most of the interaction with the City’s Council is through the City Manager, Deputy City Manager and Assistant City Managers. There is a high degree of positive collaboration between the senior staff and the City Council and a mutual respect of one another’s roles and responsibilities. The organizational culture is also one of openness, equity and approachability.

Fayetteville’s population has grown rapidly from 53,150 in 1970 to the estimated 210,000 today. Much of this growth occurred through annexation subsequent to a 1983 change in state law. The City annexed 27 square miles and 46,000 residents in 2005 alone. The City is currently 200 square miles of incorporated land.

Challenges/Opportunities
The next City Engineer can expect to work closely with the Director of Public Services, City Manager’s Office and fellow department directors and staff, the elected officials and members of the City’s Boards and Commissions as appropriate on the following:

- Cultivate a strong working relationship with residents, employees, businesses and stakeholders by providing leadership on how public services should be delivered to the residents and visitors of Fayetteville and provide guidance to the City Council and community.
- Manage the development and implementation of the Engineering Division goals, objectives, policies, and priorities of each service area; establish, within city policy, appropriate service and staffing levels and allocate resources accordingly.
- An opportunity to manage a large portfolio of over $15M in FEMA projects via a consulted Program Manager to include dam and stream erosion projects and over $10M in stormwater projects that directly effect the quality of life in Fayetteville.
- With some recent changes in personnel and upcoming changes, there will be an opportunity to build a team from the ground up and develop goals and objectives for the team to accomplish in the coming years.
- Implement changes to the Infrastructure Development review team that would allow for an increase in positive customer services and faster processes for reviewing plans that would generate a positive turnaround for submitted projects.
Candidate Qualification Criteria

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

The Engineer will direct, manage, supervise and coordinate the programs and activities of the Engineering Division of the Public Services Department including reviewing and approving plans, specifications and bids, and resolving highly sensitive issues with citizens and other departments.

The City is seeking candidates with excellent communication skills and complex problem-solving abilities with the ability to work effectively in a wide variety of governmental disciplines. The following factors of education, experience, leadership, management style and personal and professional traits have been identified as necessary and/or desirable for the Engineer to succeed in this position.

Education and Experience

- A bachelor’s degree in civil engineering or related field from an accredited college or university. A Licensed Professional Engineer in North Carolina or the ability to transfer the license to the state within 6 months is required. At least six years of progressively responsible experience in civil engineering or private sector construction project management or the equivalent combination of education and experience, is desired. A Certified Construction Manager, Certified Flood Plain Manager, Certified Stormwater Manager, or Project Management Certification is preferred.

- Manage the development and implementation of the Engineering Division goals, objectives, policies, and priorities of each service area; establish, within city policy, appropriate service and staffing levels; allocate resources accordingly.

- Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor workload, administrative and support systems and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.

- Assist in the selection of personnel; train, motivate and evaluate engineering and technical personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures. Be a mentor and trainer to all employees of the department.

- Compose, prepare, review and approve a variety of documents including technical reports and letters, memoranda, specifications, proposals, contracts, studies, maps, and other related correspondence.

- Develop and maintain standards and specifications for public infrastructure improvement projects.

- Plan, direct, coordinate, and review the work plan for the Engineering Division; meet with staff to identify and resolve problems; assign work activities, projects and programs; monitor workflow; review and evaluate work products, methods and procedures.

- Coordinate and assist staff Engineers and/or Project Managers in preparing in-house designs (plans and specifications) and studies of engineering alternatives for infrastructure improvements.

- Participate in the development and administration of the Public Services Department annual budget; direct the forecast of funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approve division expenditures; direct and implement adjustments as necessary.

- Serve as liaison for the Engineering Division with other city departments, divisions and outside agencies; negotiate and resolve significant and controversial issues.

- Conduct a variety of studies and investigations for proposed annexations; prepare a cost/benefit analysis.

- Provide staff support to a variety of boards and commissions including City Council as directed; attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of engineering.

- Administer professional construction management duties during bidding and construction phases of a variety of capital improvement projects (horizontal and/or vertical) including roads, bridges, sidewalks, pavement resurfacing, parking lots, signals, parks, drainage and stormwater, public buildings, and facility upgrades. Manages construction contractors, consultants, and inspection services, and coordinates staking, materials testing, permitting, environmental mitigation monitoring, scheduling, public relations, and related duties to promote safe, effective construction operations.

- Respond to and resolve difficult and sensitive citizen inquiries and complaints.

- Be computer literate and have a demonstrated record of understanding and utilizing technology systems and procedures to monitor and measure departmental productivity and provide timely information to citizens.
Management Style and Personal Traits

- Possess complete integrity and exemplify professional and personal characteristics of impeccable behavior which meet the highest ethical standards.

- Be an excellent communicator and a good listener; be someone who honestly and openly seeks and enjoys the input of others whether they are citizens, staff, or elected officials.

- Be effective in public presentations to the media, community organizations, citizen groups and other gatherings with the ability to convey a message in a genuine, transparent manner.

- Be approachable, patient, and accessible to the elected officials, employees and public; be sincerely empathetic with the ability to understand citizens’ perspectives.

- Possess strong leadership skills, understanding when it is critical to exercise leadership and when to be flexible and adaptable to new ideas.

- Be a strong administrator who is self-confident and has the courage of her or his convictions to present carefully thought-out policy-related alternatives and recommendations.

- Be comfortable delegating broadly and providing wide latitude to professional staff where appropriate, while being personally knowledgeable of the status of department activities and projects and holding staff accountable for results; be able to challenge staff to be creative and innovative in addressing public works issues.

- Believe in and practice participatory team management; be a consensus builder; have faith in department supervisors and encourage and foster a collaborative decision-making environment.

- Be a proactive manager, anticipating trends, providing the City with information, analyses, alternatives and insights on municipal operations and community issues.

- Be a welcoming, consensus-building leader who genuinely enjoys working collaboratively with all members of the community.

- Project a professional presence in appearance, actions and personal demeanor in representing the City and be a person who can inspire confidence and credibility.

- Have a sense of humor when appropriate to the circumstances.

COMPENSATION AND HOW TO APPLY

The anticipated hiring salary range for the position is $110,000 - $120,000 DOQ with an excellent benefit package. Interested candidates should apply to www.govhrjobs.com by April 10, 2020 with resume, cover letter and contact information for at least five (5) professional references to the attention of Sarah McKee, Senior Vice-President, GovHR USA, 630 Dundee Road #130, Northbrook, IL 60062. Tel: (224) 282-8310.