



Consider the opportunity to lead a County where citizen engagement is encouraged, respect for community history is embraced, and a strategic vision for economic vitality is underway.

Davie County (County Seat, Mocksville, NC), is seeking an energetic, facilitative and visionary **County Manager**. With the ability to lead competent staff and work effectively within the Commissioner-Manager form of government, the successful manager has a track record of partnering and collaborating with staff, community, regional partners, and the Board to carry out the strategic priorities of the community, with a special emphasis on excellent fiscal management and economic development.

About the Community: Rural in nature with two beautiful rivers on its border, the Yadkin and South Yadkin Rivers, Davie County is a family-oriented community of 41,000+ residents and growing.

Davie County uniquely and successfully blends a rural and business economy that includes farming, thriving businesses, and manufacturing. There is the bustling Interstate 40 running diagonally through our County. Our community boasts several beautiful world-class golf courses (such as Bermuda Run Country Club), a wonderful water adventure at the River Park at Cooleemee Falls (the Bull Hole) in Cooleemee, the brand new Davie Community Park and fabulous Historic landmarks in Mocksville (former residence of Daniel Boone and family which lived in the Forks of the Yadkin River).

In addition to the rich history in downtown Mocksville, there are great restaurants, unique shops to visit, and wonderful vineyards in the Yadkin Valley American Viticultural Area. Davie County is home to the Davie Campus of The Davidson and Davie County Community College, as well as the Davie Medical Center of Wake Forest Baptist Health. With close proximity to major urban areas such as Winston Salem and Greensboro and easy drives to enjoy the beauty of the mountains and coastal beaches, Davie County is ideally located to meet the needs of its Citizens. Learn more about the community: <https://discoverdaviecounty.com/>.

About the Organization: The County Manager serves as chief administrator of county government and maintains responsibilities for administering all departments under the general control of the five-member Board of Commissioners. Our organization's Pledge reflects our values (Innovation, Professionalism, Leadership, Empowerment, Duty and Service, Gratitude, and Excellence) and are the basis for our choices. These values are reflected in our behavior and decisions every day. They are our compass to meet the mission and objectives as outlined in our strategic plan <https://www.daviecountync.gov/793/Davie-County-Strategic-Plan>.

About the Position: The County Manager leads 334 employees serving across 15 departments and oversees a \$78.8M budget that is supported by a tax rate of \$.738 per \$100 of assessed tax value. The County currently operates under the Performance Based Budgeting process. It allows Department Heads to be more flexible as well as more accountable. More information about the budget can be found by visiting <https://www.daviecountync.gov/222/Budget>

Key priorities for the next County Manager include:

- maintaining and enhancing the quality of life desired by citizens while driving growth, economic diversity, and housing opportunities;
- enhancing excellent local and regional partnerships while effectively managing competitive requests for services;
- proactively planning and managing infrastructure investment, improving safety, and encouraging citizen engagement in alignment with the strategic plan focus areas;
- working with the Board of Commissioners to respond to a county-wide Fire Services Evaluation to effectively meet the needs of volunteer departments; and,
- supporting continued employee development to train, mentor, and plan to ensure competitive recruitment, retention, and succession planning.

Qualifications: A bachelor's degree in Public or Business Administration or closely related field is required; a master's degree in Public or Business Administration and/or ICMA credentialed management is desirable. Candidate must have five or more years of successful and progressive levels of supervisory and management experience, prefer experience in North Carolina local county government.

The Successful Candidate is:

- has excellent strategic and prioritization skills;
- is strategic and innovative regarding areas for growth, new development, and redevelopment;
- enjoys proactively engaging with the community, telling its story, advocating for opportunities, and marketing community strengths;
- effectively leads a diverse group of competent and team-oriented employees with varying backgrounds, tenures, and skillsets;
- constructively advises and provides guidance to the Board of Commissioners in helping them achieve their vision and priorities;
- has a proven track record in developing and supporting staff to achieve excellence and has developed organizational succession plans in preparation for turnover through retirements;
- is experienced in evaluating and implementing opportunities to work with the Board of Commissioners in order to strategically diversify the County tax base while creatively assessing ways to increase revenue and manage expenses;
- diplomatically engages with a diversity of stakeholders such as the school system, individual citizens, community groups, Commissioners, employees, regional, state, and federal authorities in order to leverage County opportunities and mitigate challenges;

- effectively models, expects, and holds employees accountable for delivery of excellent customer service to both internal and external customers;
- communicates excellently both verbally and in writing, and possesses outstanding interpersonal skills both one on one and in groups; and,
- values accountability and holds high expectations of self and staff while also being an effective and respected leader.

Salary range and Application Process:

Hiring range is \$125,000 to 155,000 with compensation negotiable based on experience and qualifications. Information about outstanding benefits may be found here. Residency within the County is expected within a negotiated timeframe of appointment.

To learn more and apply, visit Client Openings (or copy and paste into your browser:

<https://developmentalassociates.com/client-openings/>), and click on Human Services Openings, then the **County Manager – Davie County** link. All applications must be fully completed and submitted online via the Developmental Associates application portal – NOT the County portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters can be uploaded with the application. Application review begins October 2, 2020. Finalists will participate in virtual interviews and skill assessments on October 29-30, 2020. This requires about 3-4 hours of candidate time, not including preparation. Interviews with the Board will follow at a subsequent time. Applicants are encouraged to hold these dates should they be invited to participate. All *inquiries* should be emailed to [hiring@developmentalassociates.com](mailto: hiring@developmentalassociates.com). Davie County is an Equal Opportunity Employer.