

The County of
GRANVILLE
North Carolina



Invites Your Interest in the Position of
COUNTY MANAGER



Granville County (County Seat - Oxford, NC), is seeking an energetic, facilitative and visionary **County Manager**. Consider the opportunity to lead a county where there is respect for community history, rural culture is embraced, and there is a vision for economic vitality using a regional approach. The next **County Manager** will join at a time when there are important opportunities for broadband expansion, capital projects for regional economic development initiatives, ARPA funding, and a stable tax base that allows for meeting strategic priorities.

The successful candidate will also have a track record of dynamic collaborative skills in seeking common ground across multiple partners, a history of creating an “employer of choice” culture for employees where they thrive and meet the challenge of excellence in service delivery, tech savviness in leveraging solutions to enhance effectiveness, and consistent and excellent fiscal management.

This leader must have the ability to relate well to the community and the ability to partner with an engaged Board to carry out the strategic priorities of a rural county wishing to maintain its rural charm while embracing growth at the same time.

In 2019, Ontic, a manufacturer of high-quality aviation equipment, announced its expansion of US operations in Granville County, in part because of the “great quality of life, excellent business climate and strong manufacturing workforce,” according to Gov. Roy Cooper.



About the Community

Formed in 1746, Granville County was established thirty years before the signing of the Declaration of Independence and was named in honor of the second Earl of Granville, Lord John Carteret. King George II had given most of the land that is present-day Granville County to Carteret as part of the Granville Grant in the 1660s. Now, over 275 years later, Granville County is a growing family centric rural community with a relaxed, traditional lifestyle and thriving innovative businesses and industries. Its rich history, combined with an eye towards the future, offer the amenities of urban living without long lines and heavy traffic. This vibrant blend of industry, agriculture, retail, and recreation makes Granville County an ideal location, offering accessibility to major cities with the friendly atmosphere of small towns. Its five municipalities — Oxford, Butner, Creedmoor, Stem, and Stovall — are rich in history and resources.

Whether you're looking for a modern apartment, a new single-family residence, a historic house, or a home in the country with plenty of acreage - Granville County has the perfect residence for you. Friendly neighbors, civic organizations, churches, and recreation leagues offer numerous opportunities to meet new people.

Granville County's business-friendly environment includes:

- A network of major highways and interstates, offering convenient access to nearby larger cities and industrial hubs. Interstate 85, with six Granville County interchanges, also provides convenient access to Interstate 40 and Raleigh-Durham International Airport;
- Shovel-ready land with generous Tier 2 economic incentives through the state of North Carolina;
- Vance-Granville Community College, offering more than 40 curriculum programs in addition to specialized diplomas and certificates; and
- Convenient access to the Research Triangle Park, as well as close proximity to renowned universities and medical hubs.

Numerous special events draw residents and visitors together for music, food, and fun throughout the year including the NC Hot Sauce Contest, which draws thousands annually.



Granville County is not just a location, it is a place where you can gather, relax, inhale/exhale, create your own space, and become part of that space. We are not a destination at which you “arrive” – but a destination in which you insert yourself and interact to become part of a community.

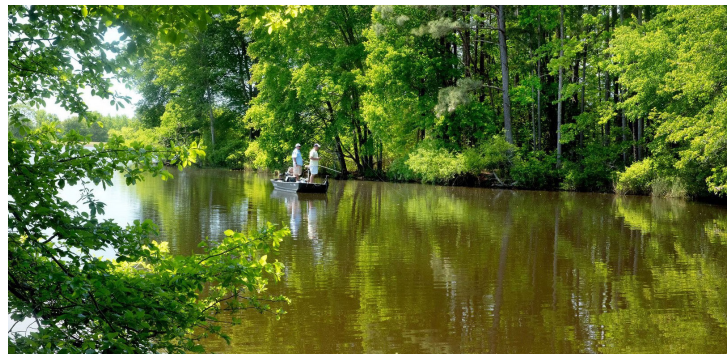
With a population just over 62,000, Granville County has a median household income of approximately \$55,856 and a 14.6% poverty rate according to the 2020 U.S. Census. The percentage breakdown for those reporting as one race is 64.5% White, 31.9% Black or African American, and 3.6% American Indian, Asian, Native Hawaiian, or some other race not identified (US Census Bureau). Granville County’s civilian labor force had climbed slowing from a recession low of 25,124 in 2010 to a pre-COVID high of 30,594 in 2019. After a sharp decline in early 2020, attributed directly to the pandemic, the civilian labor force in the County currently stands at 30,163 as of October 2021. Approximately 14,290 county residents work in the State of North Carolina but outside of Granville County while approximately 11,711 residents work within Granville County. The population reflects a growing trend in American culture for grandparents to help assume responsibility for raising their grandchildren. Of the 1,726 grandparents in Granville County who reported living with their grandchildren under 18 years of age, 37.4% were responsible for the basic needs of those grandchildren.

Granville County has a total of 1670 businesses - Health Care and Social Services, Retail, Manufacturing, and Public Administration are leading industries. Most county businesses are small businesses with 91% employing fewer than 20 people and more than half employing fewer than 5 people. Small businesses such as Tobacco Road Brewing Company, Strong Arm Baking Company, and The Orpheum (an art deco restored 1900’s theater) are revitalizing the downtown area of Oxford, the largest municipality in Granville County. In fact, Strong Arm Baking Company was recognized last year with the national Rush Limbaugh Great American Business Award for their efforts in restoring a historic downtown building and bringing much needed jobs and community to downtown Oxford.

Parks, lakes, playgrounds, ball fields, shelters, a splash park, hiking and cycling trails, horseback riding, fishing, canoeing, and kayaking await you in Granville County!



Rest stop in Town of Stem at Jack Day Kiddie Park (visitgranvillenc.com)



Fishing on Lake Devin (visitgranvillenc.com)



Canoeing on Lake Holt (visitgranvillenc.com)



Walking trail at Granville Athletic Park

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 seven-member Board of Commissioners. Granville County Administration includes the County Manager, Assistant County Manager, Clerk to the Board/Executive Assistant, Public Information Officer/Grant Development Specialist, and Senior Administrative Support Specialist. The County Manager and Clerk to the Board are both appointed directly by the Board of Commissioners.

The 2021 – 2022 budget of \$74.7 mil, which can be viewed [here](#), guides the County's commitment to ensuring a vibrant community through open, honest government, maintaining an innovative and equitable work environment, and highly prizing accuracy, accountability, and reliability. In our daily work, 346 full-time and 42 part-time employees value teamwork and cooperation, collaboration, innovation, strong leadership, public integrity, listening and responding to stakeholders, diversity, motivation, genuine respect for fellow community members, prudent financial management, and regulatory compliance. The County's tax rate is \$0.84 for each \$100 of assessed valuation.

Through its [2021 – 2025 Strategic Plan](#), the County is focused on supporting a healthy and active community with convenient access to county services and opportunities to enjoy cultural and recreational amenities; pursuing a thriving, livable community with diverse economic opportunities; meeting community needs by supporting educational opportunities for all; being a community where residents are safe from crime and injury; and, building and maintaining trust within the community and with current and prospective County employees.

Granville County Government enhances the quality of life for its community members by providing an array of services through a responsive, effective, and efficient local government. These services focus on:

- Health and Public Safety
- Human and Social Services
- Environmental Management
- Education
- Recreation and Cultural Opportunities
- Economic Development

About the Position:

Reporting to the Board of Commissioners, the **County Manager** is responsible for the following functions: ensuring that all ordinances and policies of the Board are implemented; making recommendations on business matters; recommending an annual budget; and keeping the Board informed on the County's financial condition. The **County Manager** serves in the official capacity of budget officer, personnel officer, and purchasing official. In carrying out duties, the **County Manager** will exemplify and elevate the County's values to be *honest and responsible; capable in their area of expertise; and caring and empathetic people.*

A key responsibility will be working with the Board and staff to educate residents about county government's role and the strategic plan, which offers a clear template for action to meet community needs where growth is occurring. Growth can also create challenges among residents who may have differing values or visions for the community. Transparent communication and flexibility as opportunities and challenges arise will be important characteristics of the next manager.

Key Priorities:

- enhancing excellent local and regional partnerships while effectively managing competitive requests for services;
- enhancing the relationship and partnership with the school board to deliver outstanding educational opportunities to residents;
- evaluating the County's service delivery, capacity, and organizational structure to ensure that it can meet the needs of employees and the demands of the County;
- supporting continued employee development to train, mentor, and ensure competitive recruitment, retention, and succession planning; and,
- evaluating and ensuring continued progress in carrying out strategic plan objectives including proactively planning and managing Granville County Comprehensive Plan initiatives, effective implementation of equipment and technology upgrades, and community education and engagement efforts.

*Among the key priorities of the **County Manager** position will be maintaining and enhancing the quality of life desired by residents while driving growth, economic diversity, and recreational and leisure opportunities.*



The picturesque Lake Rogers is a destination for those wanting to spend an afternoon fishing, go for a paddle on the tranquil water, sit on the boardwalk and watch the sunset, enjoy a picnic, a day at the playground, or a quiet walk through the woods.

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 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 employees with varying backgrounds, tenures, and skillsets;
- effectively models, communicates expectations, and holds employees accountable for delivery of excellent customer service to both internal and external customers;
- 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;
- 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.

The successful candidate diplomatically engages with a diversity of stakeholders such as the school system, individual community members, community groups, commissioners, employees, regional, state, and federal authorities in order to leverage County opportunities and mitigate challenges.



Granville Medical Center, located in Oxford, is part of the Granville Health System, and is one of North Carolina's leading rural health care providers.



Altec (middle photo), a leading provider of products and services to the electric utility, telecommunications, tree care, lights and signs, and contractor markets, and Dill Air Control Products (bottom), a manufacturer and distributor of air and liquid valves and tire pressure monitoring systems and components for several industries, are just two of more than 1,600 thriving and innovative businesses that call Granville County home.

Salary and Benefits: The Board is offering a competitive salary up to \$165,000, which is negotiable based on experience and qualifications. The County provides a competitive benefits package including medical and life insurance, group rate coverage for dental and vision, a flexible spending plan, 401(k) with 1% match, and a retirement pension (once fully vested). Residency within Granville County is required for this position.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **County Manager – Granville County, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings> select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the County Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters as well as unofficial transcripts must be uploaded with the application. Applicants must apply by July 7, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on August 11-12, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com. Granville County is an Equal Opportunity Employer.

Granville County, a growing family centric rural community, with a relaxed, traditional lifestyle and thriving, innovative businesses and industries, celebrated its 275th Anniversary in 2021.

