



# CUMBERLAND COUNTY

Invites Your Interest in the Position of

**CHIEF DIVERSITY OFFICER**





*At a time in society where the evidence of effective diversity, equity and inclusion (DE&I) practices in the workplace is perhaps more important than ever, Cumberland County, the fifth most populous county in North Carolina, is elevating its commitment to becoming a county inclusive of all.*

**Cumberland County seeks a well-respected, community-minded executive professional to serve as its first Chief Diversity Officer (CDO) and spearhead the execution of a newly developed strategic plan for fostering organizational and community change across the 9-municipality county including the City of Fayetteville, the county seat and the sixth largest city in NC.** This **Officer** will serve as a member of the County Administration team and will have the unique and fulfilling opportunity to lay foundational groundwork for this military county that will diversify the organization ensuring that its employees, values, and culture reflect *and* respect the diversity of the community.

### About the Community:

Located in southcentral North Carolina along Interstate 95 and just south of the Interstate's connection with I-40, Cumberland County is within easy access to the capital city of Raleigh and the Research Triangle area. Known for its cultural diversity and accessible location, Cumberland County is a large and vibrant county teeming with creative energy, historic charm, diligent workers, and compassionate residents.

With a diverse population over 340,000, Cumberland County is home to Fort Bragg, the largest military installation in the world and headquarters for U.S. Army Forces Command, XVIII Airborne Corps, 82nd Airborne Division, U.S. Army Reserve Command and U.S. Army Special Operations Command. The post has an active-duty population of over 51,000 troops.

*Fort Bragg*





The City of Fayetteville, with a population over 211,000, is one of nine municipalities within Cumberland County. With its ties to Fort Bragg, Fayetteville has one of the youngest populations in the Carolinas and is a two-time All-America City award winner that offers the amenities of a sizable city, a revitalized downtown area and numerous shopping opportunities. The other municipalities provide the option of small-town living while large rural areas can be found throughout Cumberland County as well.

One of Cumberland County's greatest assets is its thriving arts and cultural community. Theatre, symphony orchestras, and museums for adults and children are available, including the Airborne and Special Operations Museum. A variety of festivals and special events are held throughout the year, and the area is also home to the Fayetteville Marksmen hockey team and the Fayetteville Woodpeckers minor league baseball team, a Houston Astros affiliate. The team's state-of-art stadium is an anchor for the downtown area. Cumberland County is also home to two outstanding universities and an excellent community college.

Located in North Carolina's Sandhills region, Cumberland County has evolved from its beginnings as a riverfront distribution center to a highly commercialized area offering a variety of services to its community members. Cumberland and the surrounding counties include scenic rivers, lakes and other recreation areas, as well as world-renowned golf courses that host major tournaments. Cumberland County is within two hours of the North Carolina coast and four hours from the Great Smoky Mountains and the Blue Ridge Parkway. County residents enjoy a pleasant climate with distinct seasons.



*The revitalized downtown area of Fayetteville offers many dining and shopping opportunities.*



*Festivals and special events offer community members many options to celebrate together throughout the year.*



*Segra Stadium, home of the Fayetteville Woodpeckers, a minor league baseball team, is a state-of-the-art facility and an anchor for downtown Fayetteville.*



*Scenic parks, rivers, lakes and other recreation areas make Cumberland County a beautiful place to call home.*



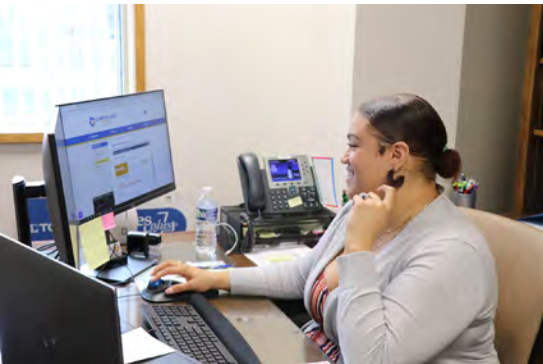
## About the Organization:

Cumberland County operates under the Commission-Manager form of government. The Cumberland County Commissioners are a seven-member board. Five commissioners are elected from districts and two are elected at large. Commissioners serve four-year staggered terms. The County has an overall budget of approximately \$539.5 million and approximately 2,600 employees in 30 departments.

The County government provides services ranging from animal control to zoning, as well as strong support for the public education system. Award-winning programs in Environmental Health, Public Information, Finance, Public Library, Veterans Services and Social Services Departments demonstrate Cumberland County's commitment to better serve residents, prepare for the future and be a caring, inclusive, and transparent government.

For more information about Cumberland County, visit [cumberlandcountync.gov](http://cumberlandcountync.gov).

Cumberland County is committed to serving the community with PRIDE — Professionalism, Respect, Integrity with Accountability, Diversity and Excellent Customer Service. These core values guide the County's vision to grow as a regional destination for employment, economic development, commerce, and cultural pursuits. The County's DE&I efforts have taken these values a step further to add the values of Fairness, Acceptance, Collaboration and Teamwork, and state that in Cumberland County, PRIDE is a FACT.



*Cumberland County employees demonstrate on a daily basis the county's commitment to better serve its residents, prepare for the future and be a caring, inclusive, and transparent government.*

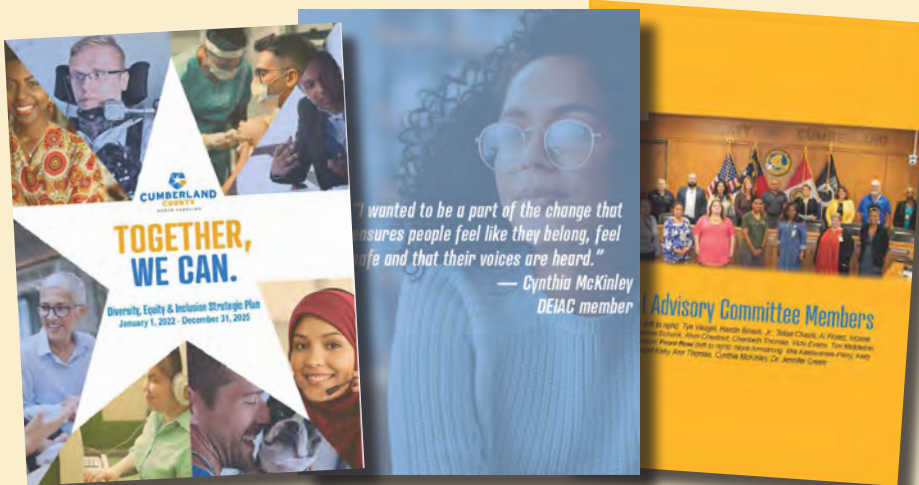
## About the Department and Position:

The County Manager's Office oversees all County departments, programs, and operations pursuant to the policies, ordinances and directives adopted by the Board of County Commissioners. Other responsibilities include preparing the recommended annual County budget, preparing and publishing the agenda for board meetings, and providing all other management services necessary to assure the efficient and effective operation of County government. Other divisions of the County Manager's Office include Internal Audit, Budgeting, Safety and Risk Management, and Public Information. Cumberland County's management team includes the County Manager, four Assistant County Managers and a Chief of Staff.

Reporting to the County Manager, the **CDO** will ensure that a DE&I lens is applied to internal and external county-wide initiatives and that best practices are instituted throughout the organization. Following the death of George Floyd in 2020, the County sponsored the formation of a DE&I committee to begin the work of creating a more inclusive culture. The DE&I committee's vision is to promote a progressive, evolving culture that values diversity of its citizens, incorporates equity and ensures the inclusion of all backgrounds, beliefs and perspectives. The committee's recently developed [strategic plan](#) guides the direction for fostering organizational change from the top down and serves as the catalyst for county-wide DE&I efforts. The establishment of the **CDO** position is the Committee's first step in executing the plan. The **CDO** will have the great honor to fully execute the plan by 2025. The Cumberland County Board of Commissioners and County Management are highly supportive of this position and the strategic vision to be realized as a result of this position. This professional is expected to serve as a trusted and knowledgeable advisor, partner, and resource to county leaders as well as department heads.

The CDO will naturally immerse him/herself in the community, connecting with people from all backgrounds to not only gain a thorough understanding of the county's unique culture but also to demonstrate sincere empathy for the community members. As one committee member reflected, *"I wanted to be a part of the change that ensures people feel like they belong, feel safe and that their voices are heard."* The CDO must have a like-minded inclusive nature.

The CDO will naturally immerse him/herself in the community, connecting with people from all backgrounds to not only gain a thorough understanding of the county's unique culture but also to demonstrate sincere empathy for the community members. As one committee member reflected, *"I wanted to be a part of the change that ensures people feel like they belong, feel safe and that their voices are heard."* The CDO must have a like-minded inclusive nature.



The **CDO** will have the great honor to fully execute the County's Diversity, Equity & Inclusion Strategic Plan by 2025.



## Key Position Priorities:

- Utilizing best practices in program development and implementation and in collaboration with the DE&I Committee and the HR, PIO and ITS departments, fully execute the County's Diversity, Equity and Inclusion Strategic Plan by 2025 by providing strategic leadership, planning and oversight for projects and programs that advance diversity, equity, inclusion and authentic engagement.
- Create and implement the County's diversity, equity, inclusion, and engagement frameworks, to include documented plans, evaluation/assessment tools, strategies, training programs, metrics and reporting systems.
- Facilitate dialogue and educate stakeholders across the organization and countywide on Cumberland County's DE&I vision, strategies and values through community immersion, employee engagement and educational initiatives.
- Identify opportunities to improve and/or innovate talent selection, retention, and development practices across the organization in coordination with the County's Human Resources Department.
- Serve as a subject matter expert in surfacing and addressing diversity, equity, and inclusion issues as applied to County policy, programs, practices, and budget decisions.

## Qualifications:

A Bachelor's degree in public administration, business administration, human resources, social sciences, organizational development, or a related field. At least 6 years of progressive experience in community and workforce diversity, equity and inclusion, equal employment opportunity, social justice, or related fields including experience in developing and managing functions related to diversity, equity, and inclusion is required; supervisory experience is required. Advanced knowledge and understanding of employment law, employee relations and diversity best practices is preferred. Any equivalent combination of training, education, and experience that provides the required skills, knowledge, and abilities will be considered.

*Aerial of downtown Fayetteville and Segra Stadium*



## The Successful Candidate Is:

- an excellent communicator both orally and in writing and a reflective listener who can articulate information and related plans and programs across diverse groups and stakeholders including policy makers and community members;
- a results-oriented leader who fosters teamwork through facilitative and collaborative approaches in leading cohesive and systematic change;
- someone with outstanding interpersonal skills who seeks to proactively, authentically, and transparently engage with others while building a trusted reputation of the county;
- one who demonstrates a solid understanding of change management, risk management, and stakeholder management and has demonstrated ability in navigating diverse stakeholders with varying perspectives of DE&I;
- a visionary and innovator – one who thinks strategically and realistically about how to evolve the culture of the organization;
- adept at facilitating difficult conversations across internal and external groups;
- skilled in building a network of champions and practitioners with shared knowledge, strategies, and tools to embed and advance shared goals; and,
- experienced in collaborating with stakeholders and representatives of groups that include, but are not limited to, state and federal protected classes, to develop best practices for creating a welcoming community and ensuring equitable access to services.

## Salary and Benefits:

The hiring range is \$87,943.22 to \$148,007.14 depending on experience and qualifications. The County's comprehensive benefits package can be viewed [here](#).

**To apply**, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the

**Chief Diversity Officer – Cumberland 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 must be uploaded with the application. Applicants must apply by August 11th, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on August 30 - 31, 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](mailto:hiring@developmentalassociates.com). Cumberland County is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC