



CUMBERLAND COUNTY

Invites Your Interest in the Position of

HUMAN RESOURCES DIRECTOR



If you are a mission-minded HR executive eager to utilize your experience and expertise in building on existing momentum to take an HR department to the next level, then your next career move could be the Human Resources Director of Cumberland County — the fifth most populous county in the State of NC.

The next **HR Director** will continue to enhance the services and value HR provides across an organization of approximately 2,600 employees. The City of Fayetteville (County seat) is the sixth largest city in NC, and the successful candidate will prioritize positioning the County as a leading employer in a competitive labor market and partner to ensure consistency and compliance across the organization. The successful candidate will have a track record of delivering quality customer service both internally and externally and will be a skilled communicator with impressive interpersonal skills to build and maintain high employee morale. This opportunity is for the professional who is confident and humble in their ability to impact the future of Cumberland County, its employees, and constituents creatively and strategically.

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.

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.*



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 Cumberland County Human Resources Department recognizes that employees are the organization's most valuable assets, and the values of continuous improvement, teamwork, customer service and achieving results are woven into every aspect of human resource management. Cumberland County HR strives to lead organizational improvement — providing a continuous learning environment while valuing the input, knowledge, talents, skills, and abilities of employees as they work toward accomplishing the County's mission.

Reporting to the County Manager, the **HR Director** oversees a budget of \$1 mil and 9 direct reports. Embracing a relatively new but highly capable workforce, the **HR Director** will establish systems and procedures to ensure accuracy and quality in customer service delivery both *intra*departmentally and *inter*departmentally. The Department desires a **Director** who will demonstrate compassion for the dignity and worth of every employee and will serve as a trusted leader who effectively and proactively advocates for its employees, both departmentally and countywide. Employees desire an open-minded leader who will evaluate opportunities to expand employee benefits and offerings and will demonstrate a sincere commitment to ensuring that the employees of Cumberland County are cared for, appreciated, and valued.

The primary work of the department is carried out in the following five areas of specialization: Recruitment & Selection; Classification and Compensation; Employee Development; Performance Management; and Employee Relations. The organizational needs and demands of the Human Resources Department include training, policy review and improvement, team building, and strategic planning to meet the needs and priorities of the County.



The Cumberland County Human Resources Department is housed within the historic County courthouse, located in beautiful downtown Fayetteville.

Key Position Priorities:

- Evaluate current HR staffing, departmental organization, and practices to assess what alignment and changes, if any, are needed to meet organizational needs that ensure outstanding, legally compliant HR outcomes.
- Support staff to have passion for the Cumberland County vision, meet high standards of performance, work together in a unified fashion, and collaborate with partners to meet strategic goals.
- Support the completion of the County's budgeted compensation study and work collaboratively to implement the compensation plan in FY 2024.
- Create user-friendly, convenient, and efficient HR services by utilizing tech solutions and best practices.
- Strategically evaluate the County's training and development needs to create initiatives that ensure effective employee development, engagement, retention, and succession planning.
- Build relationships with key stakeholders within and beyond the County government organization in order to enhance recruitment of a highly skilled and dedicated workforce.

Qualifications:

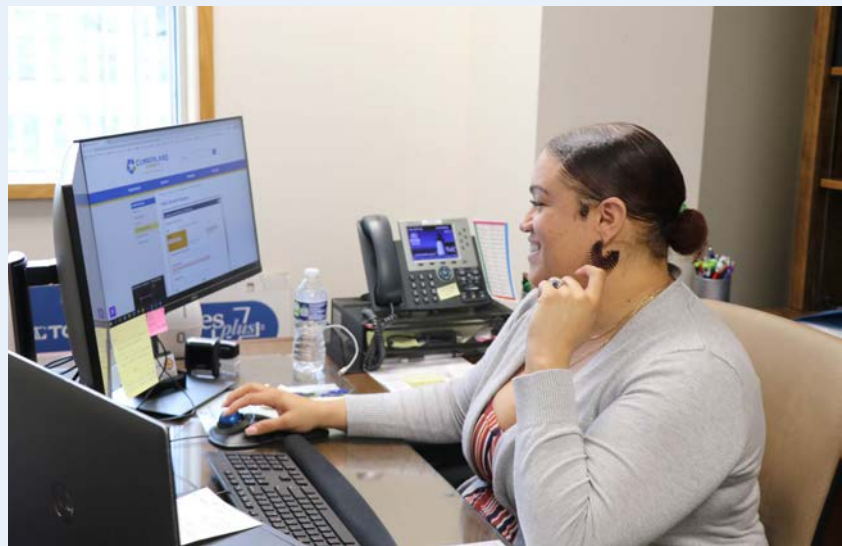
A bachelor's degree in personnel management, public administration, business administration, or a related field is required along with 10 years of increasingly responsible executive level experiences preferably in a private or public sector human resources operation. A master's degree is highly preferred. HR certification (e.g. SPHR, SHRM-SCP, IPMA-CP) or eligibility and desire to sit for certification are *preferred*. Extensive knowledge of HR technology solutions, personnel management: classification and compensation, employee climate versatility, personnel policy development, professional leadership development, metrics evaluation, and cross department collaboration to solve complex human resources issues is required.

During the last two years, Cumberland County Human Resources Department has been instrumental in hiring dedicated and talented nurses and other personnel for the county's Public Health Department (below).



The Successful Candidate Is:

- one who sees HR as a strategic function that impacts the employee experience from recruitment to retirement, moving beyond the day-to-day transactions of managing a workforce;
- experienced in ensuring the design and delivery of leadership development programs for high potential employees and those in supervisory positions;
- a change management leader in applying best practices to HR processes to enhance efficiency, transparency, and effective decentralization in areas where appropriate to do so;
- a goal-oriented professional who thrives in a culture of high-performance expectations by using metric-based evaluations of programs to carry out timely, evidence-based changes as data warrants;
- one who demonstrates a solid understanding of change management, project management, and stakeholder management;
- knowledgeable of best practices and trends, with significant breadth in the HR competency areas of recruitment and selection, benefits, classification and compensation, health and safety, employee training and development, diversity and inclusion initiatives, and performance management;
- an excellent communicator both orally and in writing and a reflective listener who can engage employees at all levels, and articulate information and related plans and programs across diverse groups and stakeholders including policy makers and community members;
- a results-oriented leader who fosters and coordinates 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 trusting reputation of the department;
- a champion for employees regardless of department, tenure or position with a track record of developing employee programs that improve morale; and,
- an empowering leader who will serve as an ambassador for the County and will advocate for resources needed for delivering a cohesive HR vision throughout the County while working with stakeholders to deliver collaborative solutions and execute the vision.



*The new **Director** will be a leader in applying best practices to HR processes that will benefit all county employees.*

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 **Human Resources Director – 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 should apply by August 6th, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on September 1 – 2, 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. Cumberland County is an Equal Opportunity Employer.



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

Aerial of downtown Fayetteville and Seagra Stadium, the premium entertainment venue in downtown Fayetteville

