



# Durham County | NC

Live. Grow. *Thrive.*

Invites your interest in the position of  
Transportation Attorney



THE THRIVING, INNOVATIVE, AND INCLUSIVE  
COMMUNITY OF DURHAM COUNTY, NORTH  
CAROLINA, OPERATING UNDER A BOARD OF  
COMMISSIONERS-MANAGER FORM OF GOVERNMENT  
IS SEEKING A DRIVEN AND HIGHLY COMPETENT LEGAL  
EXECUTIVE TO SERVE AS ITS **FIRST**  
**TRANSPORTATION ATTORNEY.**

leadership, Board of Commissioners, County Attorney's office, staff and other key stakeholders on all legal matters related to the County's Transit/Transportation programs and its Nondiscrimination Ordinance. The County Manager seeks a **Transportation Attorney** whose reputation reflects his/her experience, expertise, and character.

## About the Community:

Durham County, located in the Research Triangle Region of North Carolina, is home to Research Triangle Park (RTP) and is one of the most economically competitive regions in the world. Within Durham County boundaries, there are six townships, seven unincorporated communities, two census designated communities, and parts of two Towns (Chapel Hill and Morrisville). With the City of Durham as the County seat, the County is inclusive of both urban and rural settings and must strive to balance the needs of its community members. Research and development from the region's major research institutions, and many private and federal labs, have fueled business and economic growth in Durham County and have made the region a world leader in life sciences,



Aerial view of RTP

information technology, and clean technology. In fact, RTP, which continues to grow, is a 7,000-acre special county research and production district that houses more than 170 major research companies employing 39,000 full-time employees and 10,000 contract workers.

Consistently ranked among the top places to live, work and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Durham, the "City of Medicine," has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. The healthcare industry in Durham County includes more than 300 medical and health-related companies and medical practices with a combined payroll that

exceeds \$1.2 billion annually. More recently,

Durham County has become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a

startup incubator and accelerator and the Durham Innovation District that is a planned, mixed-use residential/retail/lab and workspace in Downtown Durham. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation's first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into exciting, mixed-use developments filled with diverse and popular housing options, restaurants, artist studios, retail spaces and small businesses.

The population of Durham County is over 320,000 and highly diverse. Much of Durham County's growth occurred within the City of Durham where most of the County's community members reside. The County's population grew from 267,587 to 324,833 during the period 2010-2020, representing a decade-long increase of more than 20%. Current expectations are that the population is projected to grow by 30% by 2050. Centrally located, Durham County is a few hours' drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.

### DRIVING BUSINESS with highly-skilled workers

#16

Best Place  
for Business  
& Careers

300,000

Square Feet  
of Meeting Space

80+

New Residents  
Move to the  
Triangle daily

#1

Best State  
for Business



## Downtown Durham's Award-Winning Offerings



**Most Accomplished Franchise in 2010s**

**BEST FOOD CITY 2019 in America**



**2020 TOP 5 THEATER in America**

# DURHAM ACCOLADES

**North Carolina Library Director's Association Awards**

NC Public Library Directors Awards for Durham Library Programming and Public Relations



**American Heart Association Mission: Lifeline EMS**

EMS Gold Plus Recognition from American Heart Association Mission Lifeline Program



**Alliance for Innovation**

Innovate Durham Named Winner of J. Robert Haylick Award for Innovation in Local Government



**Public Technology Institute**

**CompTIA**

National Tech Savvy Award

**digital communities**

Digital Counties Leader for Best Practices by NACo and Center for Digital Government.



**CompTIA**

Public Technology Institute Solutions Award to DSS/IT for using Predictive Analytics



NACo Achievement Award for Interpreter Request Service App for Public Health



Willis Young Memorial Award on the Front Lines of Violence for Project Build



The 21 most spectacular theaters in the U.S.



**National Recreation and Park Association**

Durham Earns National Accreditation in Parks and Recreation



#4 - North Carolina Central University 10 Best Online Colleges for a Bachelor's Degree in Hospitality



**Arbor Day Foundation**

Duke named Tree Campus USA for 11th Year

**smartasset**

#6 - Durham-Chapel Hill among top places for women homebuyers



The country's best gin is closer than you think



**MATADOR network**

The 15 most important LGBTQ landmarks in the US

**marie claire**

Trust us, you'll want to bump this hip southern city to the top of your list.



**MILKEN INSTITUTE**

#4 in High Tech GDP concentration



NC delicacies nab Good Food Awards for the best in craft beer, cheese, pork and chocolate

**THRILLIST**

2019 Best Food City in North Carolina



Earnhardt Jr., Love III headline 2019 North Carolina Sports Hall of Fame class

**smartasset**

The Best Cities for Women in Tech in 2019

**ecophiles**

Top 8 Farmers' Markets to Visit Across America



Historic Hotels of America - 21c Museum Hotel

**10 USA TODAY IOBEST**

Readers' Choice Airport Awards: RDU International Airport

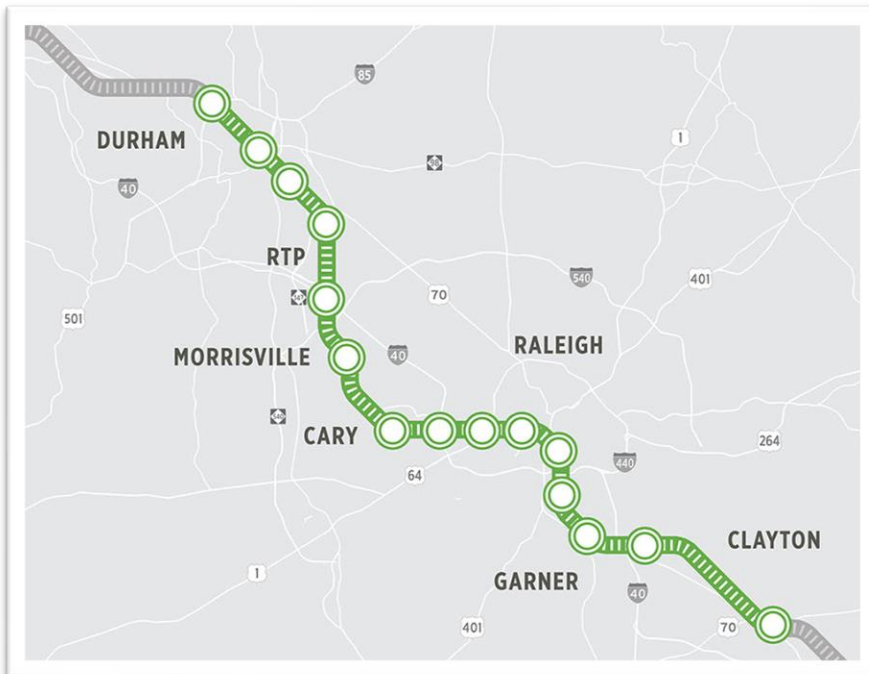
## About the Organization:

The Durham County Commissioners are a five-member board with commissioners serving four-year terms. Durham County Government provides services ranging from animal control to zoning with strong support provided to the local Board of Education and School Superintendent. Award-winning programs in our Health Department, IT, Public Library, Social Services, and Tax Departments as well as GFOA recognized reporting in the Finance department, demonstrate Durham County's commitment to better serve our residents, prepare for the future and be a caring, inclusive, and transparent government.

The County is regarded as a fiscally responsible, stable, and well managed government with sound budget and strong fund balance (net assets). For more than 20 years, Durham County has been awarded a Triple A bond rating, a designation attained by only 69 counties in the United States and only six of North Carolina's 100 counties. Durham County has an overall budget of approximately \$760 million with an operating budget of around \$500 million. The County has 27 departments employing about 2,100 FTE employees. The County's goal areas of **Community and Family, Health and Well-Being, Secure Community, Environment and Visionary Government** guide staff in their daily work. Executive leadership is structured around these goal areas and the County Manager is supported by five general managers overseeing each area, and a chief of Staff.

The County has worked hard to increase transparency and to match the community vision of *"Durham County is a thriving, vibrant and diverse community with abundant opportunity for all residents to live, work, learn, play and grow"* with goals and an actionable [strategic plan](#) that includes a robust implementation and evaluation [process](#).

Through one of their strategic goals - **Community Empowerment and Enrichment**, Durham County is committed to *providing access to educational, vocational, economic, and cultural opportunities while empowering citizens to choose pathways for their own success*. As showcased in this [ICMA focus video](#), the County's collaborative and innovative efforts post Covid so beautifully demonstrated this vision at work. **To learn more about the Community and Organization**, visit the [County website](#).



## About the Position:

Reporting to the County Manager, the **Transportation Attorney** is a new and key position of the County Manager's Senior Leadership team which includes five General Managers and a Chief of Staff. The County Manager will rely heavily on the **Transportation Attorney** to guide the legal and administrative work of the County's Transit/Transportation

Operations including but not limited to:

- Providing advice and counsel on transportation/transit matters.
- Working directly with the County Attorney's office on any litigation pertaining to transportation/transit issues.
- Researching and drafting decisions in formal and informal proceedings relevant to any County transportation/transit issues.
- Overseeing and advising the County Manager on Durham County Fleet management and related matters.

In addition, this position will provide strategic direction and counsel for the County's Nondiscrimination Ordinance. In November 2021, the Durham County Board of Commissioners adopted an ordinance prohibiting discrimination in public accommodations and employment.

Proposed route of the [Triangle Commuter rail project](#). The **Transportation Attorney** will be involved with communications around this project.



## The Successful Candidate:

- constructively and assertively advises and provides guidance to the County Manager and the County Commissioners on compliance with Transit/Transportation operations and projects including Fleet management, Nondiscrimination Ordinance, FTA Audit Reviews and related matters;
- demonstrates expertise in the field while providing general legal counsel to include advisement on transportation policies, legislation, administrative rulemaking, and federal regulation;
- has comprehensive knowledge of public transit and transportation laws, civil rights, EEO, and administrative processes;
- works collaboratively with all Durham County departments to solve problems and improve services and quality of life for community members;
- is an empowering leader with impeccable integrity and a proven record of building and maintaining morale with consistency in managing both internal and external relationships;
- diplomatically engages with diverse stakeholders such as the County officials, court officials, members of the bar, the general public, regional, state, and federal authorities in order to leverage County opportunities and mitigate challenges;
- holds a thorough knowledge of Local, State and Federal laws and court decisions affecting local governments and municipalities as it pertains to public transit/transportation and discrimination matters;
- has extensive knowledge of and experience in applying the principles and procedures of civil law, especially as related to County government;
- is excellent in conducting legal research, investigation methods, judicial procedure, and rules of evidence;
- is considered a highly accomplished legal professional with exceptional skill in legal writing;
- analyzes and solves legal problems and interprets laws and regulations affecting the County to a high legal standard;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities.

## QUALIFICATIONS

The Durham County **Transportation Attorney** must have graduated from an accredited school of law and be licensed to practice law in North Carolina or have licensure reciprocity. Additionally, 3 years of experience as a practicing attorney performing high level legal and trial work with experience in municipal/county legal provisions, judicial procedure, rules of civil and criminal procedure, and rules of evidence **is required**. Experience with labor relations and the management and supervision of licensed attorneys **is also required**. Experience in Municipal/County or Public Law, Contract Law, Employment Law &/or Environmental Law with a strong litigation background and experience in the capacity of a City/County Attorney or with other public sector entities **is preferred**.



## Salary:

The hiring range for this position is \$120,000 - \$130,000 depending on qualifications and experience. The maximum salary for this position is \$186,128. Information about the County's benefits can be viewed [here](#). Residency within County limits is required within 12 months of employment.

## To apply,

please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Transportation Attorney – Durham 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 October 1, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on November 9-10, 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). Durham County is an Equal Opportunity Employer.

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



## Durham County Benefits

- Competitive salaries
- Vacation and Sick leave
- Holidays: 13 days per year
- Military Leave (up to 120 hours of paid leave in any calendar year)
- Medical, Dental & Vision Insurance
- Flexible Spending Accounts
- Retirement Benefits
- Paid Parental Leave
- Volunteer Service Program
- Tuition Reimbursement
- On-site Employee Fitness Centers
- [On-site Employee Wellness Clinic](#)
- Employee Assistance Program
- Membership to the Local Government Federal Credit Union (LGFCU)

