

The City of Kings Mountain, NC



Invites your interest in the position of
City Manager

JOINING KINGS MOUNTAIN AT A TIME OF SIGNIFICANT GROWTH, THE **CITY MANAGER** WILL STRATEGICALLY LEAD AND NAVIGATE THE CITY THROUGH COMPLETION OF \$55M IN CAPITAL PROJECTS (\$40M+ WATER/SEWER, \$10M ELECTRIC, \$2.5M GAS, \$2M STREETScape) INCLUDING 20 MAJOR SUBDIVISIONS AND 5 MILLION SQUARE FEET OF COMMERCIAL DEVELOPMENT.

The growing community of Kings Mountain, NC seeks a collaborative, diplomatic and visionary leader to serve as its next **City Manager**. This executive will bring experience and expertise in developing long-term plans for the city that support growth, infrastructure and alignment with the needs of the community. The next **City Manager** will immerse him/herself in the community - passionately building connection and establishing respectful and trusting relationships with community members and stakeholders. The successful candidate will demonstrate excellent decision-making

skills and excel in uniting leaders, staff, and the community around a collective vision. In their next Manager, the city seeks someone with high ethical standards, one with significant skill and experience in economic development and a willingness to learn about and effectively engage with the industrial partners in the community.

About the Community:

Situated in the foothills of the beautiful Blue Ridge Mountains, Kings Mountain is located within the Charlotte metropolitan area with most of the City in Cleveland County and a small portion in Gaston County. The City is ideally located between Greenville, SC and Charlotte, NC.

Easy highway access allows you to imagine snow skiing in one direction and the Carolina coast in the other direction, with an array of metropolitan centers located nearby. With a current

population of approximately 12,000 and ranked as one of the Top 20 NC Safest Cities, the city has seen steady, sustainable growth as more people are realizing that the City of Kings Mountain is a wonderful place to live, work, and play.

Multiple residential projects are in the pipeline as Kings Mountain is growing to be a part of the greater Charlotte area. In 2020, Smart Asset ranked Kings Mountain as the Healthiest Housing Market in the U.S based on: Stability of the housing market, Affordability, Ease of Sale, and Risk of Loss. Downtown public improvements valued at over \$3,000,000 have been installed in the last 4 years with additional public improvements projected in coming fiscal years.



Kings Mountain, NC

- Ranked as one of the Top 20 NC Safest Cities;
- Experiencing steady, sustainable growth;
- High-ranking public schools;
- Great outdoor recreation attracting over 1,000,000 tourists annually;
- Wonderful place to live, work, and play.



With a strong focus on economic development, Kings Mountain offers a winning combination of assets that make it a premier community in which to do business. Notable businesses within the City of Kings Mountain include the Two Kings Casino, Albemarle Lithium Corporation, and Parker Hannifin. Whether it's our convenient location, low tax-rate, top-notch utility services, or exceptional schools, prospective employers will agree that Kings Mountain is the place to be. Kings Mountain offers a high quality of life in a small-town setting – we've got it all!

Our dedicated educational system boasts Kings Mountain Intermediate School as an Honor School of Excellence and Kings Mountain High School as a School of Distinction. Both schools are above the North Carolina state average in test scores and ranked as the best schools in Cleveland County. Secondary education systems include two local community colleges – Cleveland Community and Gaston College– as well as Gardner Webb University and Belmont Abbey nearby. UNC Charlotte and Davidson College are less than an hour away. Recreation opportunities abound as the City of Kings Mountain is the closest municipality to: Crowder's State Park, Kings Mountain Gateway Trail, Carolina Thread Trail, Kings Mountain State Park with RV camping, and Kings Mountain Federal Military Park. These attractions collectively attract over 1,000,000 tourists annually.

Additionally, the City of Kings Mountain owns and maintains three lakes. Moss Lake is the largest with a 15-billion-gallon impoundment located 7 miles west of Kings Mountain and serving as the City of Kings Mountain Water supply with over 8 million gallons a day excess capacity and also providing additional recreational advantages.





About the Organization:

The City of Kings Mountain was incorporated in 1874. The City Manager, who reports to the Mayor and a seven-person, non-partisan City Council, leads 250 FTE employees across [17 departments](#). The 2022-2023 adopted budget of \$53.9M is supported by a tax rate of \$.43 per \$100 of assessed tax value and utility enterprise funds. The City of Kings Mountain is one of only two NC cities offering six city-owned and operated utilities to businesses and residents to include gas, electric, sewer, water, stormwater, and dark fiber telecommunications network. Historically the city has been utility driven, transferring surplus revenues from utility funds to the General Fund to provide a wider variety of Quality-of-Life Amenities. The city also benefits from a self-funded health insurance plan which creates important cost benefit opportunities. More information about the City's financial position can be found [here](#). The recently completed [Comprehensive Plan 2040](#) represents the community vision for growth and development and the next City Manager will be tasked with guiding and implementing the goals to achieve desired outcomes.

About the Position:

Reporting to the City Council, the **City Manager** is responsible for planning, organizing, managing, directing, and implementing the goals and objectives of the City Council. The Kings Mountain **City Manager** will have the opportunity to lead the second largest municipality in Cleveland County and improve collaboration and communication with the City Council and across departments. The City Manager is also a liaison with the City's 10 boards and commissions.

With a 29% poverty rate and a median income of \$38,000 in Kings Mountain, the City Manager will have significant experience embracing growth opportunities for municipalities while also preserving community culture and facilities and prioritizing program development and facility development to improve quality of life. There are numerous economic development opportunities and strong policies supporting incentives for targeted growth. The community's reputation and image will be recognized as superior as a result of the City Manager's intentional and sincere efforts. The next City Manager will be a people/project savvy leader with a track record of community engagement.



Key Priorities for the next City Manager are:

- Continue to engage, educate, and support the community to trust local government through accurate, timely and transparent communication.
- Facilitate the completion of the downtown StreetScape program while navigating community feedback and project challenges and obstacles
- Maintain and enhance the quality of life desired by community members while driving growth, economic diversity, and recreational and leisure opportunities.
- Continue to enhance the relationship and partnership with the City Council to establish, preserve, and protect the reputation and image of the City while also ensuring quality customer service delivery.
- Leading staff to capitalize on strengths and enhance employee engagement and retention by fostering a culture of candid dialog, inclusiveness, equity, consistency, and accountability for delivering excellent customer service both internally and externally.



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 City Council in executing the vision and priorities of the City of Kings Mountain;
- 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 City Council in order to strategically diversify the City 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 community members, community groups, commissioners, employees, regional, state, and federal authorities in order to leverage City opportunities and mitigate challenges;
- communicates excellently both verbally and in writing, and possesses outstanding interpersonal skills both one on one and in groups;
- values accountability and holds high expectations of self and staff while also being an effective and respected leader; and,
- models a demonstrated ability to develop capital budgets and operating budgets that align with the city's strategic plans.



Qualifications

A bachelor's degree in Public or Business Administration, Civil Engineering, Planning, or closely related field **is required**; a master's degree in Public or Business Administration and/or ICMA credentialed management is preferred. Candidate must have 7-10 years of successful and progressive levels of supervisory and management experience, prefer experience in local government with a similar sized City.

Salary:

The hiring range for the City Manager is \$120,351 to \$180,527 with a midpoint of \$150,438. Starting salary will be based on experience and qualifications. The City of Kings Mountain offers an excellent benefits package including health, dental, and vision insurance available to employees and their families at a competitive premium. Life insurance is provided to employees. Additionally, the city contributes to the NC State retirement system and makes a 5% 401K contribution.

To apply,

please visit

<https://www.governmentjobs.com/careers/developmentalassociates>

and click on the **City Manager – Kings Mountain, 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 City 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 September 20th, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on October 27th – 28th, 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. The City of Kings Mountain is an Equal Opportunity Employer.

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

