



Invites Your Interest in the Position of  
**CHIEF FINANCIAL OFFICER**





Edgecombe County, NC, just an hour east from the capital city of Raleigh, is seeking a finance executive with significant governmental accounting experience to serve as its next **Chief Financial Officer (CFO)**. The ideal CFO is a visionary – one who has demonstrable success in forecasting and strategically planning for short and long-term budgetary needs across the organization. The Board of Commissioners seeks a humble and approachable leader who holds him/herself and others to high standards of excellence and can create and maintain a culture of high morale and accountability within the department. The **CFO** will implement innovative strategies to support employee development, recruitment, retention, and succession planning. The next **CFO** is known for their effective communication skills and is successful in articulating financial information, issues, policies, etc. to various stakeholders including Commissioners, County leadership, staff, and peer directors. Valuing and exhibiting high integrity, the next **CFO** is a fair and trusted leader who will ensure equitable practices across the department and ethical stewardship of public funds.

## About the Community

Edgecombe is a rural County in NC situated approximately one hour's drive east of Raleigh and two hour's drive inland from North Carolina's beaches. With a population of approximately 48,900 persons, the County maintains a firm agricultural base while supporting advanced manufacturing. Edgecombe County is a great place to work, live and raise your family. Our municipalities (Conetoe, Leggett, Macclesfield, [Pinetops](#), [Princeville](#), [Rocky Mount](#), [Sharpsburg](#), Speed, [Tarboro](#), and Whitakers) as well as our unincorporated areas offer a small town lifestyle with easy access to big city opportunities. We are rich in history, culture, and recreational opportunities. In fact, visitors are often captivated by the spirit of our quaint towns and friendly people.

As the largest municipality in the County with a population over 56,000, the City of Rocky Mount, which is divided into two counties, Nash and Edgecombe is a vibrant City with a variety of cultural and recreational opportunities including the Rocky Mount Sports Complex — one of the largest sporting facilities on the eastern seaboard. Rocky Mount is also home to the future Monk to Mill Trail, a conceptual greenway and urban trail project that will serve as a location of experience for cyclists and pedestrians between Downtown Rocky Mount and the Rocky Mount Mills.

*Canoeing on the Tar River is one of many nearby recreational opportunities for Edgecombe County community members.*





A local Community College within the County and nearby notable universities — East Carolina University, Barton College and North Carolina Wesleyan University — offer a wide variety of educational and skills-enhancing opportunities. Medical facilities within the County include Edgecombe County Health Department, Vidant Edgecombe Hospital, Vidant Multispecialty Clinic, Freedom Hill Health Center, and OIC Medical Center. The nationally known East Carolina University Medical Center and Vidant Medical Center are approximately 30 minutes away.

Edgecombe County is a place where tradition and diversity fuel economic growth — where excitement for the future parallels pride in the past and where families have a chance to mark their own place in time. From new construction to late 19<sup>th</sup> and early 20<sup>th</sup> Century Victorian to Second Empire to Neo-Classical revival homes. Family, religious worship, friends and work are treasured commodities in Edgecombe County.

Local and new industries have discovered both a quick access to rail and the County's proximity to major ports in Wilmington, Morehead City and neighboring Norfolk, Virginia. There are over 280 farms in Edgecombe County, 85% of which are owned by families, people who may have cultivated their farmland for generations. In their strategic efforts, the County works to protect this integral part of their history, culture, and economy.

The County has delicately balanced economic growth opportunities with preserving its agricultural roots and supporting its agritourism industry.

With its 10 municipalities, Edgecombe County is an area rich in history, culture and recreational opportunities.



Visiting the historic Blount-Bridgers House, an 1808 plantation home that now serves as a museum and home to the Edgecombe County Cultural Arts Council.



Kayaking on Indian Lake, a 6 ½-acre lake located in Tarboro.



Watching — and playing — a variety of sports at the Rocky Mount Sports Complex, which includes multiple baseball/softball fields, eight soccer/football fields, a professional disc golf course, two outdoor basketball courts, outdoor volleyball courts, picnic shelters and a walking trail.

*And coming soon . . .*



Walking, jogging and biking the Monk to Mill Trail, an urban trail, which will run between downtown Rocky Mount and Rocky Mount Mills.



## About the Organization, Department and Position:

Edgecombe County, which operates under the Commission-Manager form of government, is committed to ensuring community members, businesses, and industries in the County are treated fairly and equitably. Edgecombe County Government provides community members access to quality, cost-effective services. The County employs 550 benefitted positions (full and part-time) across 18 departments.

The **CFO** oversees 7 staff including an Assistant Finance Director, Accounting Technicians, Payroll Administrator, Purchasing Manager, Grant Administrator/Accountant, and other positions as added or assigned. The **CFO** is responsible for ensuring that the operations of the Finance Department align with the business objectives and fiscal policies of the organization. The **CFO** must demonstrate knowledge and skill in governmental accounting; state, federal, and private grant management; best practice financial procedures and operations that comply with North Carolina local government fiscal law and policy.

Reporting to the County Manager, the **CFO** assists in developing and monitoring the County's budget. The recently adopted [FY 23 budget](#) of \$82.5M, which is supported by a tax rate of \$.95 per \$100 of assessed tax value, includes:

- General Fund: \$74.5M
- Water & Sewer Fund: \$5M
- Solid Waste: \$3M

*Edgecombe County Board of Commissioners (right) is committed to treating community members, businesses and industries fairly and equitably. The Edgecombe County Courthouse (below) is located in downtown Tarboro, the ninth oldest town in North Carolina.*





## Key Position Priorities:

- Facilitate education and understanding of finance policies and procedures within the department and across the organization to build skills and improve efficiency while balancing the management of 20 accounting funds, navigating federal, state, and private funding requirements, and ensuring compliance and adherence to deadlines across the department.
- Thoroughly assess the functions and staffing within the organization – evaluating effectiveness, accuracy, and efficiency in service delivery; recommend and implement changes to support fair and equitable compensation and workload allocation, while building a culture of finance professionals with strong morale and a desire for growth.
- Implement sustainable technology practices including facilitating the County’s financial software upgrade to *Munis* to improve department performance and workflows and oversee training and compliance of the upgraded system.
- Work collaboratively with County leaders in strategically planning for growth within the department to align with and support the County’s vision, strategic plan, and future growth priorities including the upcoming economic development industrial site project.

## Qualifications:

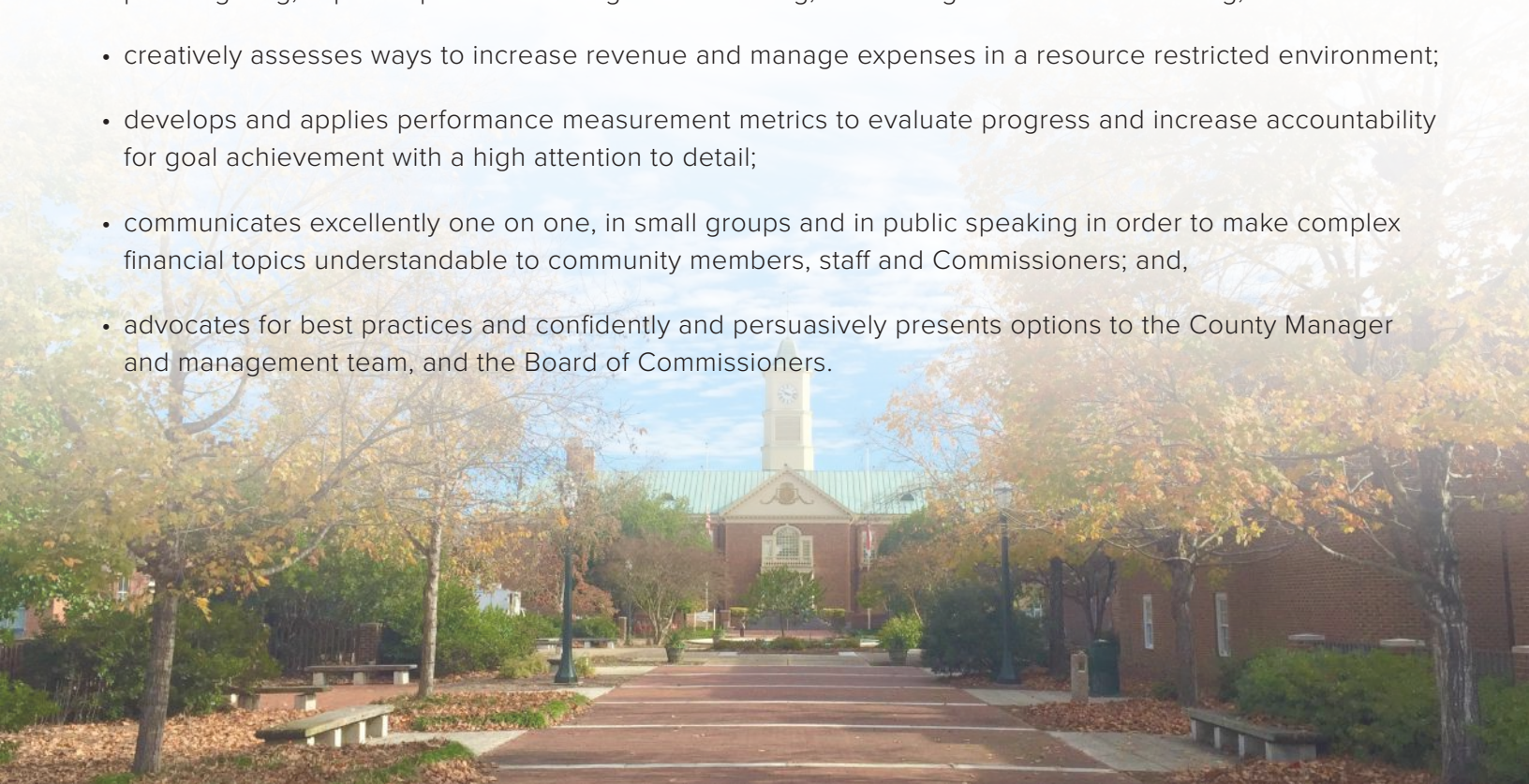
Bachelor’s degree in finance, accounting, or related field. Master’s Degree is preferred. Five years of progressive leadership experience in governmental finance or organization-wide financial management, including two years of supervisory experience. An equivalent combination of education, training and experience will be considered. North Carolina Local Government Finance Officers Certification is required within one year of hire, contingent upon the availability of the courses. Must have the ability to be bonded and possess a valid driver’s license in the State of North Carolina.

*Thomas S. Fleming building at Edgecombe Community College, one of four excellent colleges and universities in the surrounding area.*



## The Successful Candidate:

- is a tech-savvy leader with prior experience assessing and facilitating financial software system upgrades and ongoing implementation;
- will seek opportunities to decentralize duties among the departments while ensuring responsible internal controls and collaborative partnerships;
- develops effective audit preparation skills in-house or collaborates with a contractor to support the preparation of financial statements;
- models a positive and enthusiastic approach that builds confidence within the Finance Department and encourages the building of productive relationships within and outside the department;
- is a responsive, detailed and deadline-oriented professional who continuously improves customer service in a service-driven organization and develops and engages staff to deliver excellent customer service to both internal and external customers;
- creates a framework for facilitating departmental information needs to meet financial reporting requirements without a restrictive and punitive “compliance mindset;”
- strives for effective outcomes by being a results-oriented project manager who incorporates the input of multiple stakeholders and collaborates proactively to develop policies and procedures, solve problems and manage financial resources;
- demonstrates extensive knowledge and application of NC General Statutes, the principles and practices of general fund and local governmental accounting, the preparation of internal financial statements, and complex external financial reports, including the Annual Comprehensive Financial Statements and other required regulatory reports, the principles and practices of cost and fixed asset accounting, grants management and compliance, internal controls and audit principles and practices, and of the principles and practice of municipal budgeting, capital improvement budgets and funding, forecasting and financial modeling;
- creatively assesses ways to increase revenue and manage expenses in a resource restricted environment;
- develops and applies performance measurement metrics to evaluate progress and increase accountability for goal achievement with a high attention to detail;
- communicates excellently one on one, in small groups and in public speaking in order to make complex financial topics understandable to community members, staff and Commissioners; and,
- advocates for best practices and confidently and persuasively presents options to the County Manager and management team, and the Board of Commissioners.





## How to Apply:

**To apply**, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief Financial Officer - Edgecombe County** 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 Town 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 November 12th, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on December 12th - 13th, 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).

Edgecombe County is an Equal Opportunity Employer.



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

## Salary & Benefits:

The salary range is \$71,168 - \$116,839 with excellent benefits that total over \$11,000 annually in addition to a 2% county contribution to 401k. The starting salary is determined by the qualifications and experience of the candidate. Other benefits are:

Medical Plan

Flexible Spending Accounts

Employee Assistance Program

Dental Plan

Vision Plan

Superior Vision Plan

Cancer Plan

Accident Plan

Hospital Indemnity Plan

Critical Illness Plan

Short & Long Term Disability

Term Life Insurance Plan

Universal Life Insurance Plan

Pet Insurance

