

THE TOWN OF WEAVERVILLE

Invites Your Interest in the Position of

TOWN MANAGER




The quaint mountain [Town of Weaverville](#), just 10 miles north of Asheville in Western North Carolina, seeks an experienced municipal leader to serve as its next **Town Manager**.

A city with deep agricultural roots, Weaverville is on the cusp of experiencing significant growth and is at a pivotal point in its evolution as a growing tourist and highly desirable residential destination. Weaverville town leaders desire a candidate willing to challenge the status quo and think innovatively about managing growth and change as demands on capacity are expected to double in the next few years.

The next Weaverville **Town Manager** will join a community full of charm and good vibes nestled in the majestic Blue Ridge Mountains with a population of 5,000-10,000 residents who genuinely love their town. Weaverville desires an adaptable **Town Manager** to lead its community – someone who:

- Demonstrates the knowledge and skills to oversee various projects, including the modernization of zoning standards to accommodate anticipated future development, innovative solutions to affordable housing, balancing short-term rental demand and capacity, trends in urban planning, comprehensive land use planning, and growth challenges due to annexation;
- Naturally desires to be visible and engaged with staff, creating an atmosphere of trust and safety;
- Is a successful leader, highly effective in delegating, leading, and creating an autonomous working environment;
- Pivots quickly, can successfully multi-task; is an astute decision maker and skilled problem solver;
- Has a high standard of integrity and holds self and staff accountable to a high standard of excellence; ,
- Exhibits active listening skills and is articulate in communicating to various stakeholders, including Councilmembers—someone who quickly builds others' confidence in their knowledge of municipal leadership and governance; and,
- Values time with people is compassionate about others' needs and exhibits empathy and patience in interactions with others.



As Weaverville looks to its bright future, it must first focus on the immense need for restoration and recovery from the effects of Hurricane Helene. The ideal **Town Manager** for Weaverville is familiar with municipal disaster recovery on micro and macro levels. Weaverville's next **Town Manager** will sensitively, strategically, and empathetically lead the town in rebuilding structures, homes, and general infrastructure, igniting hope for the present and the future.

About the Organization and Position:

The Town of Weaverville operates under a Council-Manager form of government. The Council comprises a Mayor, a Vice Mayor, and five council members. Weaverville's vision is centered on its community members' needs—to provide quality service, fast and efficient emergency services when needed, and an overall safe and pleasant atmosphere for its visitors and residents. The town is dedicated to its community members and upholding and promoting the town's reputation and identity in the Western NC mountain region.

The Weaverville **Town Manager** manages a staff team of nearly 80+ employees, with six direct reports: Finance Officer, Fire Chief, Police Chief, Planning Director, Public Works Director, Town Clerk, and Recreation Coordinator. The **Town Manager** will oversee Weaverville's [FY 2024- 2025 budget](#) of \$9.3M, which is supported by a tax rate of \$.35 per \$100 of assessed tax value.

Key Priorities for the Weaverville Town Manager include:

- Oversee the psychological, emotional, and physical recovery of Hurricane Helene devastation within the organization and community, both on an individual and broad scale.
- Conduct a thorough organizational analysis, orient staff to the organization's structure, position responsibilities, etc., and facilitate changes to ensure a working environment with adequate workspaces and high morale where staff are nurtured, challenged, and empowered to excel.
- Implement a staff onboarding, training, and development program – improving staff awareness and knowledge of municipal functions, town goals, priorities, and expectations while also recruiting talented, experienced staff for vacant positions and preparing long-term with succession planning.
- Establish collaborative, honest, and transparent relationships with staff, Council, community members, and other stakeholders. Ensure visibility within the organization and community and create/nurture valuable partnerships with community agencies and schools.
- Facilitate the development and implementation of the town's next strategic plan, planning for key developments in the town's future infrastructure, including a 500+ mixed-use development, a new hospital, and a water treatment plant expansion, and preparing for short—and long-term facility maintenance needs and demands.

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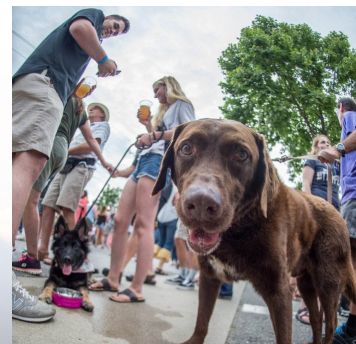
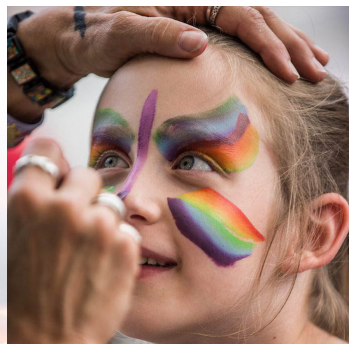


About the Community:

Weaverville is located in Buncombe County, NC, and is part of the Asheville metropolitan area. Weaverville attracts thousands of hikers, nature lovers, and outdoor enthusiasts worldwide to experience the natural beauty within and surrounding the town. The Blue Ridge Parkway (below) sits 15 minutes from Weaverville's Main Street. Dubbed "America's Favorite Drive," the parkway winds 469 miles from beginning to end. The Asheville-Buncombe County metropolitan area offers many opportunities for explorers in the Blue Ridge Mountains.

Weaverville has its own flavor of exploration, which includes a Weaverville entrance to the Blue Ridge Parkway, miles of local hiking trails, cycling routes, scenic drives, wildlife, and native plants. In addition, the Town of Weaverville hosts several community events throughout the year to celebrate its unique roots in Western North Carolina, such as its summer and winter music series.

The Town of Weaverville offers several **FREE**, family-friendly events throughout the year, such as its summer and winter music series, which feature multiple music acts, local food and beer vendors, and a dedicated activity zone with activities for kids. (Photos: [visitweaverville.com](https://www.visitweaverville.com))





The annual Art in Autumn event, held on Main Street in downtown Weaverville, features over 100 juried artists and craftspeople, and live music performed by beloved local artists.. (Photos: visitweaverville.com)

Weaverville is built on a deeply rooted commitment to small business. For those more inclined to shop than hike, Weaverville's antique shops and art galleries will satisfy even the most discerning shoppers. Many of the region's artists are renowned [Southern Highland Craft Guild](#) members. Art lovers know Weaverville is home to one of North Carolina's most vibrant and active art communities. Area artists welcome the public into their studios every spring and fall to display their work during the [Weaverville Art Safari](#). In addition, each September, the [Weaverville Business Association](#) artists host the juried [Art in Autumn](#). Many renowned Southern Highland Craft Guild members live in Weaverville and the surrounding area.

The Town of Weaverville maintains two public parks within its jurisdiction: Lake Louise Park (below) and the Main Street Nature Park. The town's Public Works Department lovingly maintains these parks, which are used extensively for passive recreation activities. Residents and visitors can enjoy short walks around Lake Louise, the [Courts at the Rec Complex](#), or along the walking paths of the Main Street Nature Park, where staff and volunteers have created colorful flower beds using native plants.



Qualifications:

The successful candidate **must** have a bachelor's degree in public administration, public affairs, business management, or a related field and five years of progressively responsible leadership and management experience in local government or business.

Preferred qualifications include:

- familiarity with NC municipal management;
- a master's degree;
- membership and/or professional certification from ICMA, NCCCMA, and completion of the Municipal/County Administration Course from the School of Government, UNC Chapel Hill, or other leading professional bodies is desired; and,
- progressively responsible experience as a department head, Assistant City Manager, or City Manager within small to mid-sized municipal government organizations.

Salary and Benefits:

The hiring range for this position is \$130,000 - \$160,000. The starting salary is based on experience and qualifications. Weaverville provides comprehensive benefits comparable to those of towns of similar size. Town residency is not required; however, residents living in the Weaverville zip code or within 15 miles of Weaverville's Town Hall are preferred.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the Town Manager – Town of Weaverville, NC title.

Please note the following:

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Town's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **November 27, 2024**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **January 16-17, 2024**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.

The Town of Weaverville, NC is an Equal Opportunity Employer.



Developmental Associates, LLC manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, and scroll down to "Important Information for Applicants."