



BUNCOMBE COUNTY

Invites Your Interest in the Position of

COUNTY ATTORNEY



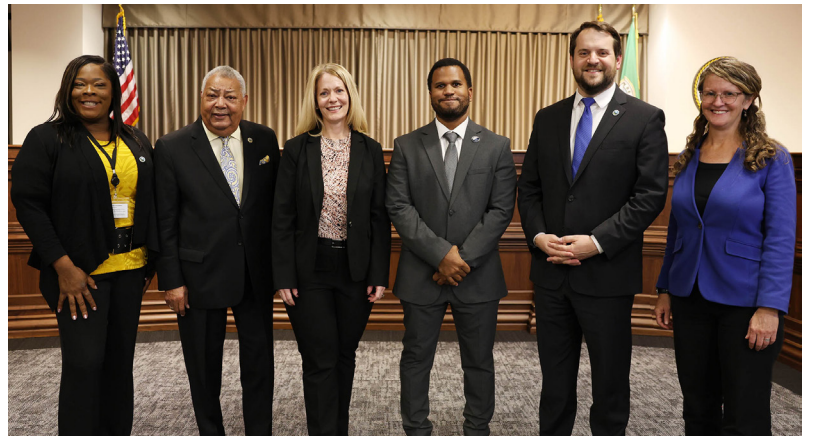
Beautiful Blue Ridge Community of Buncombe County seeks **County Attorney**

The thriving, innovative, progressive, and inclusive community of Buncombe County, North Carolina, operating under a Board of Commissioners-Manager form of government is seeking a highly competent, diplomatic, and “out of the box” thinker to serve as its next **County Attorney**. With outstanding strategic leadership skills, the next **County Attorney** will have extensive experience providing legal counsel in county government and have the ability to partner with a highly engaged, energetic and passionate Board of Commissioners.

The next **County Attorney** must be a well-respected and trusted leader who prioritizes establishing trust with stakeholders including department staff and County leadership. The successful Attorney is a natural at building and establishing relationships with others – a strong collaborator who will demonstrate the dignity and worth of all in their interactions with stakeholders including the leadership team, department staff, community, and Board of Commissioners.

This highly effective leader has a track record of success, values accountability and holds high expectations of self and others while recognizing that making the right and legal decisions, may not always be popular. With significant expertise, the **County Attorney** will purposefully work to protect and preserve the reputation of the County during a time of ongoing recovery from Hurricane Helene and the tensions of national, regional, state, and local politics that risks division among communities.

The successful candidate will have a commitment to the future of Buncombe County, a willingness to navigate the opportunities and challenges, and to invest personally and professionally in the community.

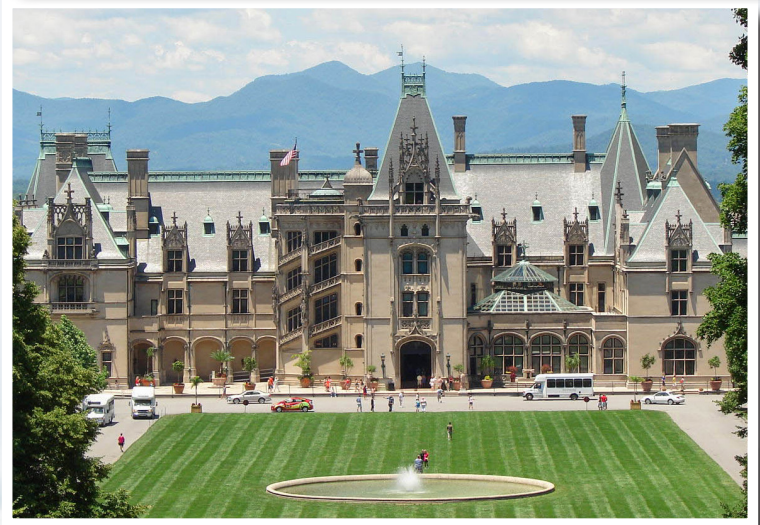


The next County Attorney should be adept at establishing good relationships with all – from department staff (above) to County Commissioners (top right) to community members (right).

About the Community:

Buncombe County is located in the Blue Ridge Mountains of Western North Carolina (cover photo) with Asheville as its county seat. Buncombe County encompasses 646 square miles that contain the French Broad River; considered by some to be the third oldest river in the world, it flows from the south to north in Buncombe County. With a current population of over 276,000, Buncombe County is the seventh most populous county in North Carolina.

It's known for a vibrant arts scene and historic architecture, including the dome-topped Basilica of Saint Lawrence (top right photo). The vast 19th-century Biltmore estate (bottom right photo) displays artwork by masters like Renoir. The Downtown Art District is filled with galleries and museums, and in the nearby River Arts District, former factory buildings house artists' studios. In September 2024, Hurricane Helene caused catastrophic, record-breaking flooding throughout Buncombe County and Western North Carolina decimating the River Arts District, but not the drive and will of the local community. Buncombe County and the region continue to work to recover from the storm and support its residents in that recovery process.



**Buncombe County
operates six county
parks set against the
majestic backdrop
of the Blue Ridge
Mountains.**



As manufacturing jobs became increasingly scarce over the decades, Buncombe County once again turned to the hospitality sector to create economic stability. Since the 1980s, Buncombe County has continued to attract visitors. More than 12 million people make their way to Buncombe County each year, and tourism remains one of the primary drivers of economic growth with nearly \$3B a year spent by visitors.

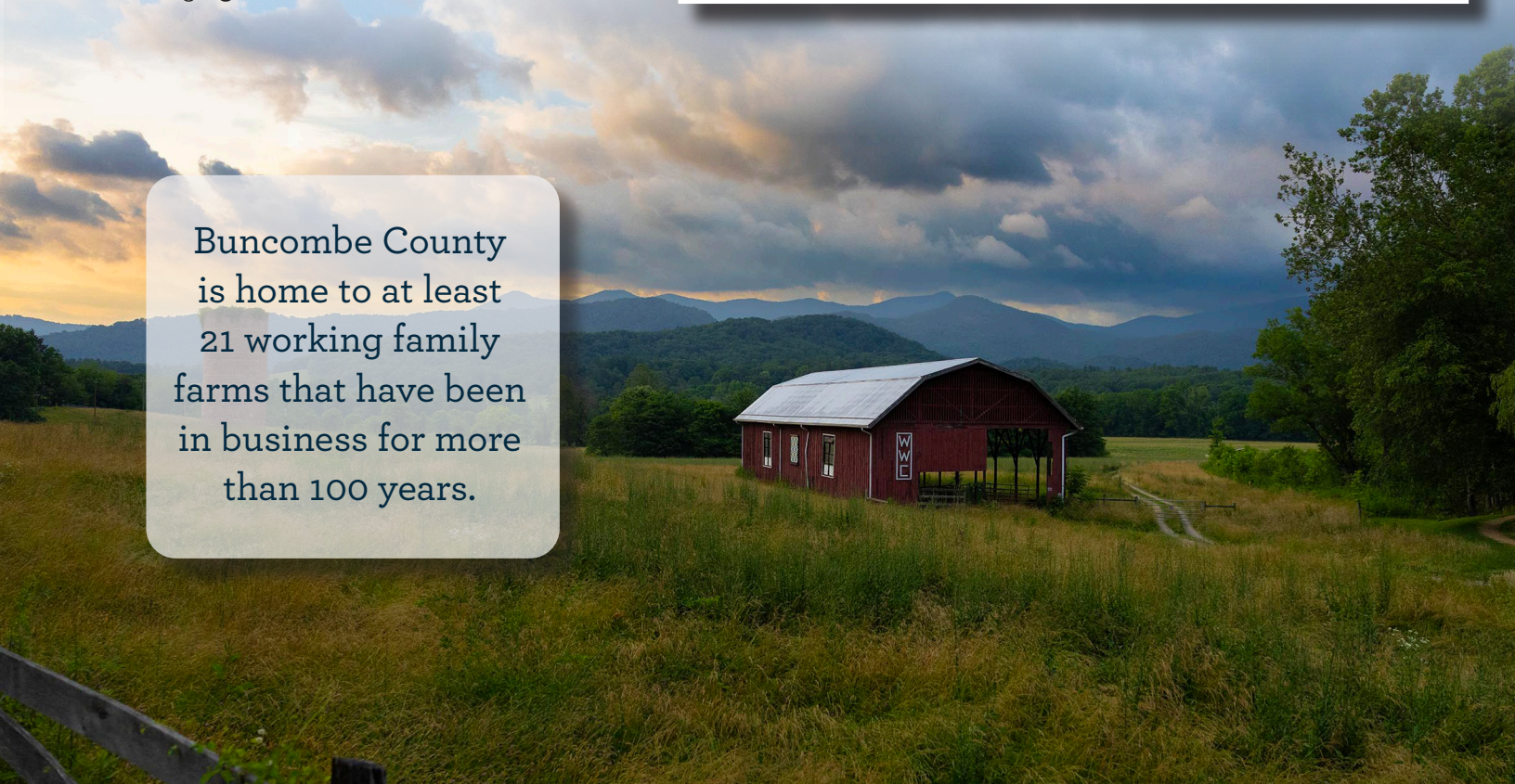
There are six key industries that represent ~80% of the Asheville metro area's economy, based on November 2023 data from Riverbird Research. **Education and Health Services** includes the Buncombe County Board of Education, Veterans Administration Medical Center, A-B Tech, UNC Asheville, and Mission Health, which take the lion's share of this sector's employment. **Leisure and Hospitality** includes The Biltmore and Omni Hotels, the largest employers, followed by 1,900+ other hotels, restaurants, and small businesses. **Government** includes nearly 30,000 workers across federal, state, and local employees. The largest public administration employer is Buncombe County. Other industries also continue to make an impact, including **agriculture**.



Nearly **\$3 billion** is spent by Buncombe County visitors annually!



Buncombe County is home to at least 21 working family farms that have been in business for more than 100 years.



About the Organization:

The Buncombe County Commissioners are a seven-member board with the Chair and commissioners serving four-year terms. Buncombe County Government provides services across 38 departments ranging from air quality control to planning with support provided to the local Board of Education and School Superintendent. The County is proud of award-winning programs in the Communications, Public Health, Planning, Public Library, Planning, and Health and Human Services departments. The County has also been recognized by the NC City County Management Association for strategic planning and recognized by GFOA- for the Finance department's reporting for 29 years, all of which demonstrate Buncombe 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, Buncombe 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. Buncombe County has an overall budget of approximately \$626 million with an operating budget of around \$440 million. The County employs about 1600 FTE employees.

The County's strategic focus areas of Educated & Capable Community, Environmental & Energy Stewardship, Resident Well-Being, and Vibrant Economy guide staff in their daily work. Executive leadership is structured around these goal areas and the County Manager is supported by three Assistant County Managers to carry out the Board's strategic vision. The County has worked hard to increase transparency and to match the community vision of *"Buncombe County is a caring community in harmony with its environment where citizens succeed, thrive, and realize their potential."* The Board has advocated for goals and an actionable strategic plan that includes a robust implementation and departmental dashboards.

To learn more about the County, visit the County [website](#).

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About the Position:

The Buncombe County Board of County Commissioners is the legislative and policy-making body for Buncombe County and is the final authority on all County matters. The Board of County Commissioners: hires the County Manager, County Attorney, and County Clerk; appoints members of boards, committees and commissions; approves the annual budget; authorizes contracts on the County's behalf; enacts ordinances and resolutions; and establishes general County policies. The County Attorney is appointed by the Commissioners to advise the Board, the County Manager and department heads on all legal matters related to the operation of County government.

The County Attorney's office is responsible for ensuring that affairs and actions of Buncombe County are conducted in accordance with federal, state, and local laws. The County attorney provides Legal opinions on all laws, contracts, leases, deeds, and other legal documents.

The County Attorney oversees Legal Administration and Risk & Compliance teams. There are 3 Attorneys and one Paralegal on the Legal Administration team while the Risk & Compliance team includes the Risk Manager and a Compliance Officer. There are five additional attorneys in the Health and Human Services Department of Social Work Division. The County Attorney will have proven success managing staff and will utilize best practices in helping staff manage caseloads. This professional will be adept in balancing the administrative duties of the position including being responsible for some caseloads, particularly contracts while providing support to staff and meeting the needs of the Board and staff. The ideal candidate would have experience in affordable housing, law enforcement, risk management, OSHA compliance, and safety.

Minimum Qualifications:

- Graduation from an accredited school of law.
- License to practice law in North Carolina or licensure reciprocity, within 90 days of appointment.
- 8 years of experience as a practicing attorney performing high-level legal and trial work.
- Experience with municipal legal provisions.
- Experience in judicial procedure, rules of civil and criminal procedure, and rules of evidence.
- Experience in management and supervision of licensed attorneys.
- Experience in public employment law.

Preferred Qualifications:

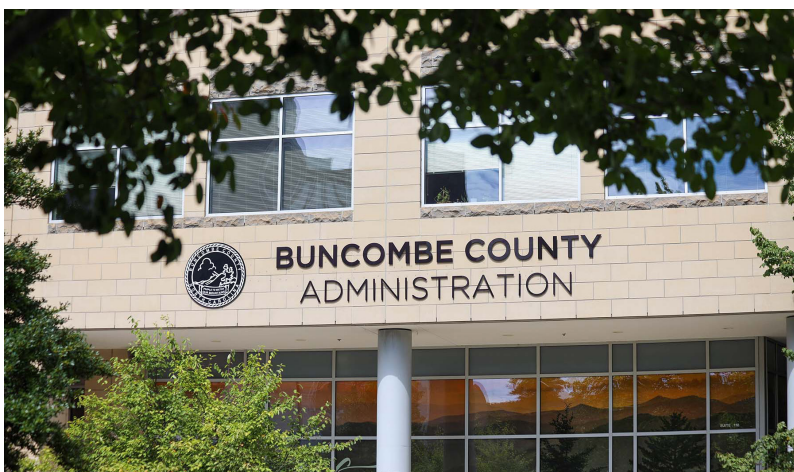
- 10 years of progressive experience in Municipal or Public Law, Contract Law, Employment Law &/or Environmental Law.
- 7 years of supervisory experience
- Experience as a County or City Attorney or with other public sector entities.



Buncombe County Justice Center

The Successful Candidate:

- constructively and assertively advises and provides guidance to the County Commissioners;
- works collaboratively with all Buncombe County departments to solve problems and improve services and quality of life for community members and holds Legal staff to the same standard of collaborative engagement;
- 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;
- is dedicated to building a cohesive team by eliminating silos and seeking commonality across functions *intra*-departmentally and working effectively *inter*-departmentally to build relationships in service to County goals;
- is intentional and creative in work-flow processes with success in planning, assigning and coordinating the work of team members both short and long term;
- diplomatically engages with diverse stakeholders such as the County department heads, the school system, individual community members, community groups, commissioners, employees, regional, state, and federal authorities in order to leverage County opportunities and mitigate challenges;
- is committed to the development and growth of individual employees and willing to advocate for the needs of employees;
- holds a thorough knowledge of North Carolina law pertaining to County government;
- 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;
- knowledgeable of the growing challenges of technology and data privacy with experience proactively providing counsel to support the enhancement of security system-wide to prevent data breaches, cyber attacks, etc.;
- 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.



The County Attorney will work out of the Buncombe County Administration building (left), conveniently located in downtown Asheville, and close to shops, art galleries, breweries and restaurants, and so much more! Buncombe County Courthouse (right)

Salary Range and Benefits:

The hiring range for this position is \$190,000 - \$220,000 depending on qualifications and experience. Information about the County's benefits can be viewed [here](#). All Buncombe County employees must live within a 2-hour drive of their work location. The County Attorney is expected to work in-office at 200 College Street, Asheville NC 28801.

To **apply**, please visit <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the **County Attorney – Buncombe County, NC** link.

Please note the following:

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the County's employment application portal or any other external website.
- Resumes and cover letters **must be uploaded** with the application.
- Applicants should apply by **April 3, 2025**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **May 1-2, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Interviews with the hiring team will follow at a subsequent time.
- Direct *inquiries* to hire@developmentalassociates.com.

Buncombe County 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/>, select "Client Openings," and scroll down to "Important Information for Applicants."