



Invites Your Interest in the Position of

CHIEF EXECUTIVE OFFICER



Position Closes December 15, 2025

The Housing Authority of the City of Goldsboro, NC — a key provider of affordable housing and resident services in Wayne County — is seeking a dynamic and visionary **Chief Executive Officer (CEO)** to lead the organization in advancing its mission to deliver safe, high-quality, and affordable housing opportunities for the community. The next **CEO** will guide the organization through a period of transformation and rebuilding, with an emphasis on restoring trust, improving internal and external communication, and strengthening relationships with residents, staff, the Board of Commissioners, the Goldsboro Police Department and other city officials, community partners, and HUD.

The mission of the Housing Authority of the City of Goldsboro is to provide safe, quality, and affordable housing to low-income families, the elderly, and disabled individuals.

The next **CEO** will be visible and accessible, spending time with residents, understanding their needs, and developing programs and partnerships with service providers that enhance quality of life. The ideal candidate will bring visionary leadership, strong communication skills, and proven experience in public housing management, community development,

economic development, and affordable housing development. Additionally, the ideal candidate is adept at managing limited funding, motivating staff, improving morale, and establishing clear priorities that align with the Authority's [mission](#). This individual will guide HACG into its next chapter—one defined by trust, stability, growth, and renewed pride in the communities it serves.

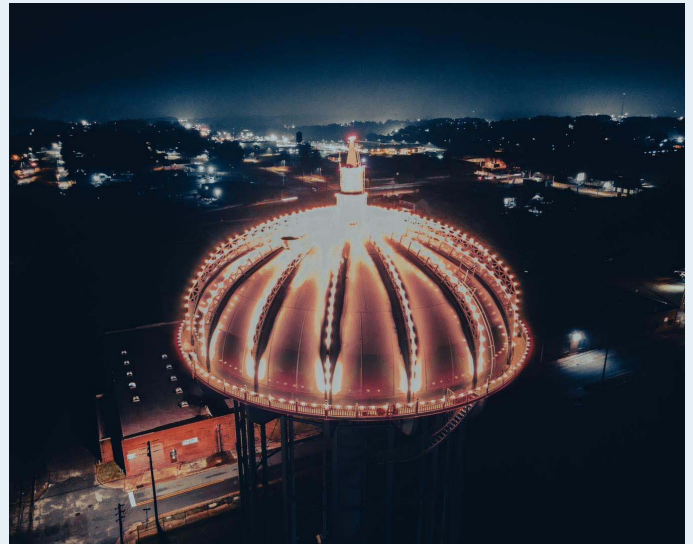
Community Description:

Goldsboro (population 33,804) is steeped in history and characterized by its diverse populace and vibrant community. When Wayne County was formed in 1779, the town of Waynesborough developed along the banks of the Neuse River around the county courthouse that was built there. In the late 1830s, the Wilmington and Raleigh (Weldon) Railroad line was built to the east of Waynesborough. At the intersection of the railroad and the New Bern Road, a hotel was built, and a community began to establish itself. This community became known as Goldsborough's Junction after Major Matthew T. Goldsborough, an Assistant Chief Engineer with the railroad line. The town of Goldsborough was incorporated in 1847, and the name officially changed to Goldsboro in 1869.

The City of Goldsboro became the county seat for Wayne County in 1847 and has expanded to an area encompassing over 25 miles, with a transportation center for the area's agriculture industry. The modern population represents a variety of racial and ethnic backgrounds*: Black or African American: 53.3%, White: 36.2%, Hispanic or Latino: 5.5%, Asian: 1.8%, Native American: 0.2%, Two or more races: 7.1%. This diversity is not just statistical; it's woven into the fabric of everyday life, influencing the City's culture, cuisine, and community interactions. The median age of 36.7 years signifies a relatively young and dynamic population, brimming with energy and potential. However, the economic landscape is varied. While the median household income is \$47,005, the poverty rate of 20.8% and designation as a Tier 1 community underscore the economic disparities that a significant portion of the population faces. *Source: Census.gov.

Goldsboro's cultural scene is a vibrant mosaic, shaped by the diverse influences of its residents. Festivals, art exhibitions, and musical performances celebrate this diversity and foster a sense of shared identity. Residents take pride in their city and actively participate in community events and initiatives. The City offers a variety of recreational opportunities, from parks and trails to sports facilities and cultural centers. The nearby Cliffs of the Neuse State Park provides a serene escape for outdoor enthusiasts, while the City's numerous festivals and events bring people together for celebration and shared experiences.

The City of Goldsboro is the proud home of Seymour Johnson Air Force Base (below), home of the 4th Fighter Wing and 916th Air Refueling Wing. Seymour Johnson received the Commander in Chief's Installation Excellence Award from the Air Force for 2001, the highest award given to a military base. Spanning more than five decades and five wars, Seymour Johnson AFB's 4th Fighter Wing is one of the most distinguished fighter units in the world. The 4th Fighter Wing of Seymour Johnson Air Force Base, N.C., puts airpower on target, on time for America. The wing is home to the multi-role, all-weather F-15E Strike Eagle and provides worldwide deployable aircraft and personnel capable of executing combat missions supporting the Aerospace Expeditionary Force.



DOWNTOWN LIGHTS UP! Goldsboro's water tower is lit up for the Christmas season, with lights that have historically resembled a crown and have been a tradition since 1938. The annual event kicks off the holiday season in late November.



ALL ABOARD! Since 1955, the Kiwanis Miniature Train, which is located in Herman Park, has been a Goldsboro legend and a "must-ride" destination for train enthusiasts of all ages.



The City's economic roots were deeply embedded in agriculture and manufacturing. While these sectors continue contributing, the City's economy has diversified in recent years. In addition to an engaged partnership with the Air Force Base, Healthcare, with institutions like Wayne UNC Health Care, and education with Wayne Community College, government services are now major employers. Seymour Johnson Air Force Base, located just outside Goldsboro, is a cornerstone of the local economy, providing jobs and stimulating businesses. The City is also making strides in attracting new industries and promoting entrepreneurship. Goldsboro values education as a catalyst for personal and community growth. Wayne Community College offers a range of academic and vocational programs, while the University of North Carolina at Chapel Hill's Highway Safety Research Center contributes to research and innovation. The City's public school system strives to provide quality education to all students, preparing them for future success.

Like any city, Goldsboro faces its share of challenges. Poverty, crime, and infrastructure needs require ongoing attention and collaborative solutions. However, the City's potential for growth and development is immense. Its diverse population, rich history, and strong sense of community are valuable assets. Goldsboro is charting a course toward a brighter future by leveraging these strengths and addressing its challenges head-on.



Goldsboro, North Carolina, is more than just a dot on the map; it has a unique identity, a rich tapestry of stories, and a promising future. It's a place where history whispers, diversity thrives, and community spirit shines. As Goldsboro continues to evolve, it remains committed to preserving its heritage, embracing its diversity, and creating a better quality of life for all its residents.



About the Organization and Position:

The Housing Authority of the City of Goldsboro (HACG), established in 1950, serves as the public housing agency for Goldsboro and Wayne County, North Carolina. Its mission is to provide safe, quality, and affordable housing for low- and moderate-income families, the elderly, and persons with disabilities while fostering resident empowerment and community well-being. Guided by the tagline “Brightening Spirits to Regain Optimism,” the HACG is dedicated to strengthening communities and improving the quality of life for its residents. The HACG’s goals focus on maintaining and enhancing resident safety and security, expanding homeownership opportunities and self-sufficiency programs, and increasing assisted housing choices to meet the growing demand. The agency is also committed to ensuring a well-maintained housing stock and promoting fair housing and equal opportunity for all.

The HACG manages approximately 1,225 public housing units across nine major developments in the Goldsboro area and administers around 237 Housing Choice (Section 8) vouchers, including specialized programs such as VASH vouchers for veterans and Mainstream vouchers for individuals at risk of homelessness.

Learn more about the HACG by [visiting its website](#).

The **CEO** reports directly to a Board of Commissioners appointed by the Mayor of the City of Goldsboro and is responsible for implementing board-governed policies and directives. This leadership role provides strategic direction and oversight for all organizational functions, ensuring that the agency fulfills its mission to provide quality, affordable housing and comprehensive resident services to the community. The HACG is high performing under HUD definitions, and an annual plan for 2025 outlines critical measures and progress against those measures.

The **CEO** has two direct reports, a CFO and COO, and the three roles collectively lead a team of 39 who carry out key programs and operational functions within the organization. The **CEO** also oversees a budget of \$12M to carry out the operations and programs of the organization. These programs include the Housing Choice Voucher Program (commonly known as Section 8), which helps low-income families secure safe and affordable housing, as well as a range of administrative, financial, and property management functions. The **CEO** also ensures full compliance with all federal, state, and local housing regulations, particularly those established by the U.S. Department of Housing and Urban Development (HUD).

The next **CEO** will oversee the redevelopment and modernization of HACG’s housing portfolio, addressing aging infrastructure and vacant properties while promoting spatial deconcentration through innovative, mixed-income redevelopment projects. This includes leading efforts to develop new affordable and mixed-use housing, expand the Section 8 program, and revitalize neighborhoods impacted by property demolition.

The Housing Authority of the City of Goldsboro, in partnership with the Boys & Girls Clubs of Wayne County, offers a 7-week, free summer camp for West Haven youth who are completing grades K-2.



Key Priorities for the Next **CEO** Are:

- Develop a new vision and strategic plan for the HACG that focuses on housing improvements, neighborhood revitalization, and mixed-use development while balancing funding constraints and long-term community needs.
- Strengthen trust with the Board of Commissioners, staff, residents, and community stakeholders by promoting transparency, collaboration, and visible leadership while establishing effective relationships with City Council, HUD, the school system, community organizations, and law enforcement.
- Build a high-performing, values-driven team by assessing internal operations and staffing, clarifying roles between the Board and CEO, establishing priorities and committee structures, and developing a strategic plan that aligns housing initiatives with community needs and long-term goals.
- Improve resident safety and address community concerns by coordinating with the Goldsboro Police Department, enforcing policies consistently, implementing background checks, and tackling crime, litter, and maintenance issues to restore dignity, respect, and stability.

Minimum Qualifications:

A Bachelor's degree in Public Administration, Business Administration or Management or a closely related field from an accredited college or university and seven (7) years of responsible managerial experience in public housing or regulatory agency or an equivalent combination of education, training, and experience resulting in the ability to fulfill the essential job duties of the position. Significant prior experience as a CEO/ Executive Director within a Housing Authority is preferred.



The Successful Candidate Is:

- Empathetic and compassionate, consistently demonstrating integrity, honesty, and ethical leadership in all interactions;
- Approachable, relatable, and able to build trust with residents, staff, the Board of Commissioners, and community stakeholders;
- Knowledgeable in affordable housing, HUD regulations, housing development, economic development, and nonprofit partnerships;
- Knowledgeable of funding resources for Housing Authorities and experienced in braided funding budget management.
- Experienced in transitioning residents toward self-sufficiency and supporting programs that encourage independence and growth;
- Innovative and creative, able to solve problems, prioritize initiatives, and make sound, practical decisions;
- Skilled in strategic planning, developing long-term plans, and creating a clear vision aligned with organizational goals and community needs;
- Experienced in organizational leadership and management, with a proven track record in comparable executive roles;
- Committed to fostering a family-friendly, employee-focused culture that encourages professional development and staff engagement;
- A visible public presence, engaging with the business community, schools, and other community partners;
- Passionate about building a safe, respectful, and inclusive environment for residents while maintaining fairness, impartiality, and transparency;
- Skilled at goal-setting, tracking accomplishments, communicating outcomes, and promoting accountability throughout the organization;
- Flexible and adaptable, with strong people skills, common sense, and the ability to lead effectively in a variety of situations; and,
- Dedicated to enhancing the quality of life for residents, supporting community projects, and fostering social and economic opportunities within neighborhoods.



To be successful, the next CEO will be someone committed to enhancing residents' quality of life, supporting community projects, and creating social and economic opportunities—including special events like the annual Fall Festival (left) that bring joy and connection to local neighborhoods.

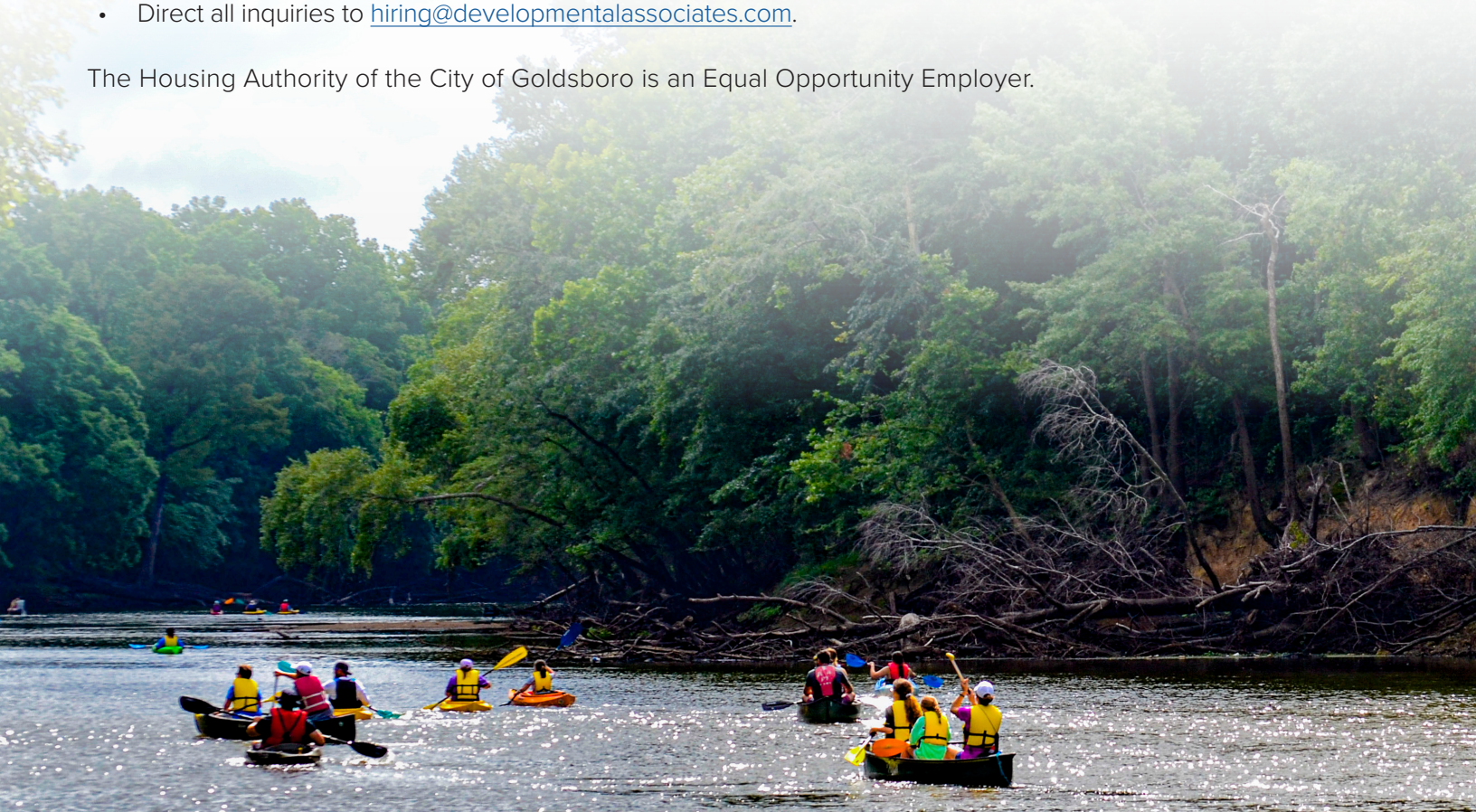
Salary and Benefits:

The full salary range is \$131,233 – 192,705, with the final salary depending on qualifications and is Salary commensurate with experience. The Housing Authority of Goldsboro offers excellent benefits, including medical, dental, life insurance, retirement in the NC Local Government Retirement System, 457/401K supplemental retirement, vacation and sick leave, long and short-term disability, and longevity pay after five years of employment.

To **apply**, please visit <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the **Chief Executive Officer – Housing Authority of the City of Goldsboro, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **December 15, 2025**, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **January 20-21, 2025**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Direct all inquiries to hiring@developmentalassociates.com.

The Housing Authority of the City of Goldsboro is an Equal Opportunity Employer.



The Cliffs of the Neuse State Park provides a serene escape for outdoor enthusiasts.



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."