

The County of
GRANVILLE
North Carolina



Invites Your Interest in the Position of
**DIRECTOR, DEPARTMENT OF
SOCIAL SERVICES**





Position Closes February 10, 2026

- Are you a collaborative and visible leader who can build trust with staff across multiple locations, work effectively with county leadership and commissioners, and foster strong internal and external partnerships within Granville County?
- Do you bring a strong understanding of North Carolina social services programs and regulations, including child welfare, adult services, and Medicaid, and the ability to navigate state, county, and funding requirements while supporting program managers and frontline staff?
- Are you a steady leader during change and crisis, able to make thoughtful decisions, communicate clearly, de-escalate challenging situations, and support staff while serving vulnerable populations in Granville County?
- Do you have experience aligning budgets, data, and performance management to ensure accountability, staff development, and accurate, candid reporting to county commissioners and the board?

If so, Granville County, located just north of Durham, North Carolina, is seeking a collaborative social services professional to serve as its next **Director, Department of Social Services**. The next **Director** will lead a dedicated team in delivering essential services to children, adults, and families, balancing regulatory compliance, fiscal responsibility, and effective leadership. This role works closely with County leadership, the Board of Commissioners, and community partners to support high-quality service delivery, staff development, and transparent communication in service to Granville County's most vulnerable residents.

In 2019, Ontic, a manufacturer of high-quality aviation equipment, announced its expansion of US operations in Granville County, in part because of the "great quality of life, excellent business climate and strong manufacturing workforce," according to former Gov. Roy Cooper.



About the Community

Formed in 1746, Granville County was established thirty years before the signing of the Declaration of Independence and was named in honor of the second Earl of Granville, Lord John Carteret. King George II had given most of the land that is present-day Granville County to Carteret as part of the Granville Grant in the 1660s. Now, over 275 years later, Granville County is a growing family-centric rural community with a relaxed, traditional lifestyle and thriving innovative businesses and industries. Its rich history, combined with an eye towards the future, offers the amenities of urban living without long lines and heavy traffic. This vibrant blend of industry, agriculture, retail, and recreation makes Granville County an ideal location, offering accessibility to major cities with the friendly atmosphere of small towns. Its five municipalities – Oxford, Butner, Creedmoor, Stem, and Stovall – are rich in history and resources.

Granville County has 532 square miles of land area and is the 35th largest county in North Carolina by total area. The County is bordered on the north by the Virginia State line, on the west by Person and Durham Counties, on the south by Durham and Wake Counties, and on the east by Vance and Franklin Counties. Oxford, the county seat, is 40 miles northwest of Raleigh. With a population of just over 62,000, Granville County has a median household income of approximately \$70,975 and a 14.1% poverty rate according to the 2023 American Community Survey. Within the county, English is the primary language spoken at home by 90.6% of the population, followed by Spanish at 8.1%. The percentage breakdown for those reporting as one race is 56.7% White, 30.2% Black or African American, 10.2% Hispanic or Latino, and 2.9% American Indian, Asian, Native Hawaiian, or some other race not identified (US Census Bureau).

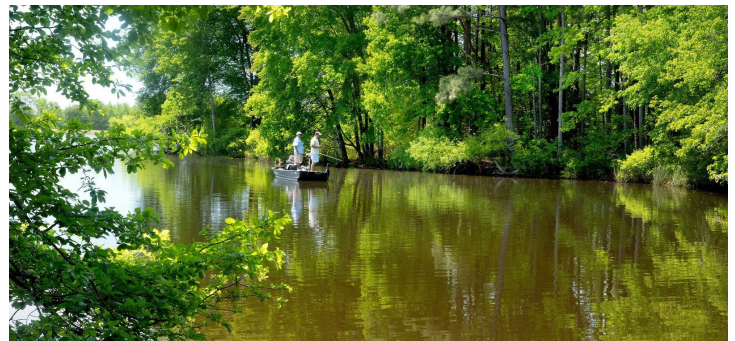
A vibrant blend of industry, agriculture, retail, and recreation makes Granville County an ideal location, offering accessibility to major cities with the friendly atmosphere of small towns.

Family-friendly Activities Abound in Granville County!

Parks, lakes, playgrounds, ball fields, shelters, a splash park, hiking and cycling trails, horseback riding, fishing, canoeing, and kayaking await you in Granville County!



Rest stop in Town of Stem at Jack Day Kiddie Park (visitgranvillenc.com)



Fishing on Lake Devin (visitgranvillenc.com)



Canoeing on Lake Holt (visitgranvillenc.com)



Walking trail at Granville Athletic Park

About the Organization:

Granville County operates under a commission–manager form of government, in which a seven-member Board of Commissioners is elected by voters to set policy, adopt the budget, and establish county priorities. The Board appoints a County Manager, who serves as the chief administrator responsible for day-to-day operations and overseeing county departments.

The [2025-2026 General Fund Operating Budget of \\$91M](#), guides the County's commitment to ensuring a vibrant community through open, honest government, maintaining an innovative and equitable work environment, and highly prizing accuracy, accountability, and reliability. The County employs 369 full-time and 34 part-time employees.

Granville County's [2021–2025 Strategic Plan](#) was a five-year framework focused on supporting a healthy and active community with convenient access to county services and opportunities to enjoy cultural and recreational amenities; pursuing a thriving, livable community with diverse economic opportunities; meeting community needs by supporting educational opportunities for all; being a community where residents are safe from crime and injury; and, building and maintaining trust within the community and with current and prospective County employees. In 2026, the county is positioned to build on the progress it has made over the last 5 years as it transitions to a new strategic planning cycle that reflects updated community needs and long-term goals.

Granville County Government enhances the quality of life for its community members by providing an array of services through a responsive, effective, and efficient local government. These services focus on:

- Health and Public Safety
- Human and Social Services
- Environmental Management
- Education
- Recreation and Cultural Opportunities
- Economic Development

About the Department and Position:

The Granville County Department of Social Services (DSS) is committed to promoting the health, well-being, and safety of the county's most vulnerable populations while delivering services in a responsive and compassionate manner that preserves dignity and integrity. The department provides programs to protect children and seniors, support families and individuals toward self-sufficiency, and serve those who are aged, young, sick, or economically disadvantaged. Through education, outreach, and awareness, DSS personnel assist individuals and families in achieving independence while also preventing and addressing abuse, neglect, exploitation, and inappropriate institutionalization, reflecting their dedication to enhancing the quality of life for all residents.

The Granville County Department of Social Services provides programs and services to protect children and seniors and promotes self-sufficiency for families and individuals. Committed to enhancing the quality of life of the County's residents, the department provides programs and services that help the vulnerable, the aged, the young, the sick, and the economically disadvantaged. Through education and awareness, we assist and enable individuals and families to become self-sufficient. We also provide assistance in the prevention and correction of abuse, neglect, exploitation, and inappropriate institutionalization.

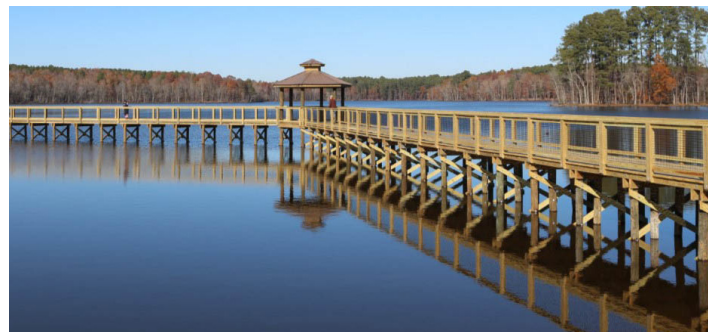
Reporting to a five-member Social Services Board, the **Director** manages the department's \$11.1M budget while leading a team of 110 employees, with three direct reports: a Deputy Director, Business Officer, Administrative Assistant. The **Director** will unite the team around the department's mission to serve each individual and family in a respectful, confidential, timely, and compassionate manner while advocating for the unmet needs of our most vulnerable population. The department prides itself on providing hope and the opportunity for stability and security for the individuals and families they are fortunate to serve. For more information about the department, visit <https://www.granvillecounty.org/463/Social-Services>.

Key Position Priorities:

- Stabilize and strengthen the workforce by reducing turnover, filling critical vacancies, and providing opportunities for staff growth, clear structure, and advancement.
- Develop and unify leadership and teams across all locations, ensuring consistent expectations, collaborative relationships, and alignment in departmental goals and responsibilities.
- Ensure program compliance and high-quality service delivery by understanding state and federal mandates, monitoring performance, and supporting staff while aligning resources effectively with program needs.
- Manage budgets and resources responsibly by aligning positions and funding with actual service needs, collaborating with Finance and county leadership, and ensuring accountability and transparency in all operational decisions.



Granville County DSS is located ½ mile from the Town of Oxford's historic downtown, a walkable, friendly area with an array of unique shops, restaurants, and businesses.



Picturesque Lake Rogers is an ideal place to fish, go for a paddle on the tranquil water, sit on the boardwalk and watch the sunset, or go for a quiet walk through the woods.

Qualifications:

Required qualifications include a Master's Degree in Social Work (MSW) and two years of supervisory experience in the delivery of client services; **or** a Bachelor's Degree in Social Work and three years of supervisory experience in the delivery of client services, one of which must have been in Social Services; **or** graduation from a four-year college or university and three years of supervisory experience in the delivery of client services, two of which must have been in Social Services; **or** an equivalent combination of training and experience. Applicants **must** have extensive knowledge of management principles applicable to the operation of a human service delivery system. Applicants **must** also understand the organizational structure of a department of social services and applicable county policy as well as state and federal laws, rules, and regulations. A NC state driver's license **is required** or the ability to obtain one within a reasonable time following appointment.

The Successful Candidate:

- Is a compassionate, strategic leader who can navigate the complex demands of social services in Granville County while fostering a culture of trust, accountability, and excellence;
- Demonstrates resilience and adaptability, guiding the department through shifting priorities, staffing challenges, and evolving community needs while keeping staff focused on mission-critical work;
- Implements change thoughtfully and strategically, including responding to legislative and funding shifts such as the Big Beautiful Bill, exercising sound judgment about what to change and when, and minimizing disruption to staff morale;
- Ensures high-quality, timely service delivery, establishing appropriate quality control practices, following up on cases as needed, and confirming that all required actions, documentation, and outcomes meet established standards;
- Is a good listener and leads with empathy, integrity, and transparency, creating an environment where staff feel heard, valued, and supported during periods of uncertainty, policy changes, or high workloads;
- Supports, empowers, and develops staff, creating meaningful opportunities for growth and advancement, recognizing the value each employee brings, trusting team members to perform their roles without micro-managing, and investing in professional development to support long-term retention;
- Models professionalism, fairness, and emotional intelligence, remaining approachable and visible, engaging with staff at all levels, maintaining appropriate boundaries, and fostering a workplace culture where employees feel respected as people—not just positions—while being mindful of personal challenges that may affect their work;
- Builds and sustains strong relationships across the organization and community, fostering collaboration and trust with staff, managers, county departments, elected officials, and community partners, including repairing strained relationships;
- Serves as a credible and collaborative partner to county leadership, using data-driven rationale to advocate for DSS needs while working constructively with Finance and administration;
- Communicates clearly, confidently, and diplomatically, translating complex policy, program, and budget information into understandable terms and advocating effectively for departmental needs;
- Delivers effective public presentations, confidently educating the Board of Commissioners and other stakeholders on DSS programs, priorities, and policy or funding changes; and,
- Demonstrates a deep commitment to the community and equitable service delivery, leading with compassion for vulnerable populations and ensuring services are delivered confidentially, responsibly, and within legal and resource constraints.

Salary and Benefits:

The hiring range for the **Director, Department of Social Services** is \$98,136 - \$149,539, dependent upon qualifications and experience. The County provides a competitive benefits package including medical and life insurance, group rate coverage for dental and vision, a flexible spending plan, 401(k) with 5% match, and a retirement pension (once fully vested).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Director, Department of Social Services – Granville County, NC** title. 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 **February 10, 2026**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **March 5-6, 2026**. 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.

Granville County is an Equal Opportunity Employer.



Granville County Department of Social Services staff gathered for a retreat focused on collaboration and strengthening their commitment to serving vulnerable populations with dignity and compassion.



DEVELOPMENTAL
ASSOCIATES LLC

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."