

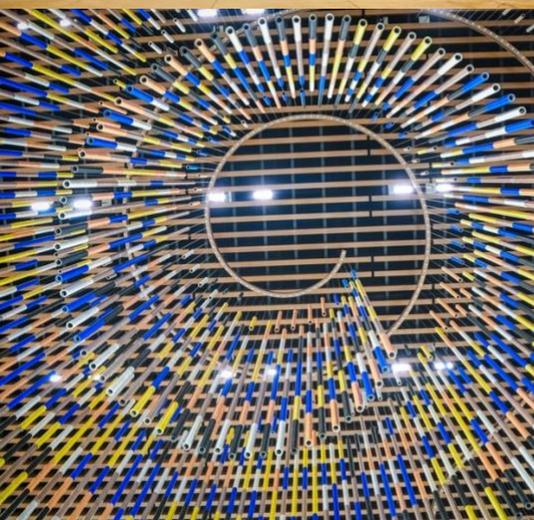


CABARRUS COUNTY
America Thrives Here



Inviting Applications for the Position of:

County Manager



CABARRUS COUNTY
America Thrives Here

Position Closes March 23, 2026

- ✓ Are you a steady leader who knows how to bring people together, especially when perspectives differ and the path forward isn't always clear?
- ✓ Are you someone who listens first, values transparency, and relies on a neutral, data-driven approach to help elected officials make thoughtful decisions?
- ✓ Are you energized by opportunities where strong relationships, honest communication, and steady leadership can help an organization move forward during a time of change?

If so, Cabarrus County invites you to consider applying to serve as its next **County Manager**. This is a defining time for the organization, as the County continues to experience growth and opportunity while also working through leadership transition and a need for renewed stability and clearer direction. The next **County Manager** will be a resilient and collaborative leader who continues to help move the organization forward by building trust, restoring confidence, and helping people work together again around clear expectations and shared priorities. Employees and stakeholders are looking for steady, consistent leadership that promotes transparency, strengthens relationships, and helps bring focus and direction during a time of change.

The County is navigating significant financial and policy opportunities. Addressing that reality will require disciplined financial leadership, thoughtful prioritization, and clear communication about difficult tradeoffs. Additionally, the next **County Manager** will need experience in maximizing current revenue streams while looking for alternative sources, such as grants or partnerships. At the same time, the **County Manager** will help guide discussions around key community priorities—including early childhood initiatives, behavioral health, transportation, housing, and other service demands—while maintaining focus on long-term sustainability.

About the Organization

Cabarrus County operates under the council-manager form of government. Elected at large in countywide elections to serve staggered four-year terms, the five County Commissioners provide policy direction, establish strategic priorities, and adopt the annual budget, which for **FY2026 is \$547,645,476**. County government delivers a wide range of services, including public safety, health and human services, planning and development, and administrative support functions. Cabarrus County works in partnership with its municipalities—Concord, Kannapolis, Harrisburg, Midland, and Mount Pleasant—to effectively manage growth, address infrastructure requirements, and align community priorities throughout both urban and rural sectors.

The County's [Strategic Plan](#) serves as a guiding framework for organizational decision-making and long-term priorities, focusing on responsible growth, strong financial stewardship, effective service delivery, and investments that support quality of life. The plan reflects the County's commitment to thoughtful planning, collaboration, and measurable outcomes, helping align elected leadership, staff, and

community partners around shared goals while positioning Cabarrus County to respond to emerging challenges and opportunities.

Learn more about Cabarrus County [here](#).

About the Position:

Reporting to the [Board of Commissioners](#), the County Manager serves as the chief administrative officer responsible for implementing Board policies, overseeing county operations, and ensuring effective execution of organizational priorities. The **County Manager** provides executive leadership for more than 1,450 employees across multiple departments and functions, supported by a Deputy County Manager and two Assistant County Managers. Key responsibilities include managing day-to-day operations, coordinating across departments, developing and administering the annual budget, advising the Board on policy and operational impacts, and maintaining clear and consistent communication among elected officials, staff, and the community.

Cabarrus County is part of the rapidly growing Charlotte region, where continued population and commercial expansion is increasing demand for schools, infrastructure, public safety, and human services. The **County Manager** works in a multifaceted environment shaped by growth pressures, fiscal realities, and diverse community expectations, and will play a central role in stabilizing the organization, strengthening internal alignment, and helping elected officials and staff move forward with clarity and confidence. The next **County Manager** must have strong local government experience, sound financial management skills, and the ability to clearly explain complex issues so decision-makers, employees, and residents understand available options, tradeoffs, and long-term impacts.

The **County Manager** is expected to provide steady organizational leadership by supporting effective working relationships between the Board and staff, maintaining clear communication and accountability, and ensuring county operations remain responsive, efficient, and aligned with Board direction.

Key Position Priorities:

- Lead strategic financial planning and budget management, addressing complex tax, reevaluation, and funding challenges—including significant long-term school capital needs and growing law enforcement demands accounting for approximately 25% of recent increases.
- Partner with staff to continue developing organizational trust and stability following leadership transition, by assessing departmental structure and workforce needs, while strengthening recruitment, retention, succession planning, and internal communication that support consistent operations. Provide clear, strategic support to the Board of Commissioners through timely financial analysis, well-defined policy options, and actionable implementation strategies that enable confident decision-making and effective execution of Board priorities.
- Strengthen relationships and visibility across the community and region by actively engaging residents, municipalities, schools, and key partners, guiding growth and development in a transparent and balanced way that reflects diverse community perspectives and rebuilds public confidence in county government.





Qualifications:

A bachelor's degree in business administration, public administration, or a closely related field supplemented by at least five (5) years of progressively responsible senior administrative work experience, including managing multiple programs/departments, staff, and budgets; or an equivalent combination of education, training, and experience **is required**. A master's degree in business administration, public administration or closely related field **is preferred**.

The Successful Candidate:

- Is a visible, engaged leader who presents well, keeps staff informed, and works effectively in a politically dynamic environment with professionalism and sound judgment, building productive relationships with municipalities, regional partners, community stakeholders, and internal teams;
- Listens first and takes time to understand differing perspectives, helping conversations remain respectful and move toward practical solutions;
- Builds trust through consistency, transparency, and follow-through, communicating openly about decisions, challenges, and expectations so people understand what is happening and why;
- Brings emotional intelligence and steady judgment, reading the room, recognizing underlying tensions, and responding in thoughtful, measured ways that support productive conversations and maintain trust;
- Provides calm, steady leadership in a demanding environment, helping stabilize operations and create reassurance for employees during times of uncertainty;
- Serves as an effective bridge between staff and elected officials, ensuring information flows clearly both ways while respecting roles and maintaining professionalism;
- Demonstrates genuine respect for employees and the work they do, building confidence in staff, relying on their knowledge, and reinforcing clear expectations and accountability;
- Brings a fresh set of eyes and CEO mindset—asking thoughtful questions, challenging assumptions when appropriate, and identifying smarter, more effective ways to operate;
- Demonstrate operational understanding to support the Assistant County Manager in their leadership of DSS and HHS with assessing departmental challenges by engaging frontline staff, identifying root issues—including turnover and approximately 20 vacancies within DSS — and implementing practical solutions that strengthen workforce stability and service delivery;
- Communicates complex or sensitive issues clearly and plainly, helping elected officials, employees, and residents understand difficult realities without increasing conflict;
- Works effectively amid competing priorities and shifting expectations while maintaining focus on long-term organizational success;
- Demonstrates strong negotiation and relationship-building skills when working with municipalities, regional partners, and outside stakeholders;
- Understands the current lack of public trust—particularly influenced by toxic discourse on Facebook and other social media—and responds with transparency, proactive communication, and authentic engagement;
- Is willing to make difficult recommendations when necessary while preserving relationships through professionalism, honesty, and respect; and
- Models integrity, humility, and public service, setting a tone that reflects the values of local government.

Salary and Benefits:

The expected hiring range for this position is \$240,000-\$300,000, depending on qualifications and experience. Cabarrus County offers a [generous benefits package](#), including an award-winning health and wellness program that helps employees succeed with an employee clinic, supportive resources, an employee health & wellness center, fitness classes, and exercise facilities.

The **County Manager** is required to establish residency within the county limits within a period of six months from the date of employment.

About the Community:

Cabarrus County, incorporated in 1792, is in the Piedmont section of the State of North Carolina and is bordered on the north by Rowan and Iredell counties, on the east by Stanly County, on the south by Union County, and on the west by Mecklenburg County; it comprises approximately 230,400 acres.

There are six municipalities in the county, the largest of which is the City of Concord, also the county seat. Concord is approximately 124 miles from the City of Raleigh and 18 miles northeast of the City of Charlotte. The second largest municipality is the City of Kannapolis. The Towns of Mount Pleasant, Harrisburg, Midland, and Locust are smaller municipalities in the County. The US Census estimates the county currently has an estimated population of over 231,000 and is projected to grow to 322,564 residents by 2040. The County is empowered to levy a property tax on real and personal property within its boundaries.

Cabarrus County residents rave about the county's quality of life. From major attractions to vast educational opportunities for all ages and ample outdoor experiences, the county offers much to its residents and visitors. Though the county is home to many sights and sounds, including segments of the [Carolina Thread Trail](#), a picturesque trail for walking, running, and biking, it is widely known as the home to the [Charlotte Motor Speedway](#) and the [North Carolina Music Hall of Fame](#). Learn more about this thriving, unique county [here](#).

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates> and click on the **County Manager – Cabarrus County, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Cabarrus County employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **March 23, 2026**, 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 **April 23-24, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.

Cabarrus 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."

