



NORTH CAROLINA  
EST. 1791

# LENOIR COUNTY, NC

Invites Your Interest in the Position of

# FINANCE DIRECTOR





## Position Closes May 23, 2026

Are you a financial leader who...

- ✓ thrives in a position where you can make a notable difference by investing in and building a department in an organization whose culture is known for being collegial, fun, and highly productive?
- ✓ values being able to lead with latitude and is adept in strengthening trust and credibility in a Finance Department by reinforcing solid accounting practices and producing clear, reliable financial information?
- ✓ is excited about modernizing systems, improving processes, and helping an organization become more proactive in financial management?
- ✓ is highly respected by your superiors, direct reports and peers and has demonstrable success in developing and supporting staff while building strong, collaborative relationships across departments?

If so, Lenoir County, NC, is seeking a strategic and collaborative **Finance Director** to lead the continued evolution of its financial operations. This position is for the motivated finance professional who recognizes and values the importance and significance that a Finance Department has in the health and vitality of an organization and even broader its impact in the community at-large.

*This **Finance Director** will support the County's vision to serve as the economic and cultural center of Eastern North Carolina - recognized for innovation, and for preserving its rural heritage and small-town charm.*

The next Lenoir County **Finance Director** has a meaningful opportunity to enhance core financial functions, advance systems and processes, and build a future-focused, service-oriented Finance Department. The County is committed to investing in the department,

with plans to add key positions to support internal workload needs and support external department business functions. The next Director will play a central role in building and leading this expanded team, establishing clear expectations, and creating an environment that supports training, accountability, and professional growth.

Working closely with the County Manager, Chief Financial Officer and external consultants who are currently evaluating the structure of the Finance Department, the next **Finance Director** will help implement strategic improvements to strengthen financial reporting, enhance data reliability, and promote consistency in policies and procedures. The next Director will also lead efforts to optimize the County's use of its Munis system, reduce manual processes, and improve the accessibility and usefulness of financial information across departments.

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*Cover photos, clockwise from left: the water tower in Deep Run, a quiet rural community surrounded by farmland; the Lenoir County Courthouse on Queen Street in downtown Kinston, a historic landmark that anchors the city's civic center; the LaGrange welcome sign, greeting visitors to a historic town with an evolving downtown; and the Pink Hill town flag, representing a close-knit community known for its small-town charm, its agricultural heritage, and the unique origin of its name, which stems from the wild pink phlox flowers that once covered the local hills.*

## About the Community:

Located in eastern North Carolina, approximately 75 miles east of Raleigh, Lenoir County offers a welcoming blend of small-town charm, regional connectivity, and a strong sense of community. The county seat, Kinston, serves as the cultural and economic center, complemented by smaller towns such as La Grange, Pink Hill, and Grifton. With a population of approximately 55,000 residents, Lenoir County provides an affordable cost of living and a diverse community, with a balanced mix of families, professionals, and retirees.

Residents and visitors have access to a wide range of recreational, cultural, and entertainment opportunities that contribute to the area's overall quality of life. Outdoor enthusiasts can take advantage of boating, fishing, and kayaking along the Neuse River, as well as the county's numerous parks, walking trails, and greenways. A popular destination is [Neuseway Nature Park](#), a 55-acre riverside park that combines recreation with hands-on learning. The park includes the Ellis Planetarium, a 52-seat dome theater offering shows on the night sky and space exploration; the Exchange Nature Center, which features native wildlife exhibits, aquariums, and interactive experiences such as a saltwater touch tank; and a Health and Science Museum with engaging, hands-on exhibits for all ages.



Photo Visit Kinston

*The Kinston Riverwalk (top) runs along the Neuse River, offering a scenic space for residents and visitors to walk, bike and enjoy waterfront views, along with opportunities for boating, fishing and kayaking; Neuseway Nature Park (middle) provides a riverside destination that blends recreation with hands-on learning, featuring trails, exhibits and family-friendly activities for all ages; the Neuse River in Kinston (below) highlights the natural beauty and recreational opportunities that define the area.*





*Mother Earth Brewing (top left), Grainger Stadium (top right) and BBQ on the Neuse (below) in Kinston highlight the city's vibrant mix of craft brewing, historic baseball and renowned Eastern North Carolina barbecue, offering residents and visitors a taste of the community's culture and local flavor.*

Downtown Kinston has experienced steady revitalization, evolving into a vibrant hub with a growing mix of local restaurants, breweries, shops, and gathering spaces. Notable destinations include Chef & the Farmer, a nationally recognized farm-to-table restaurant, Mother Earth Brewing, a popular local brewery, and [Grainger Stadium](#), home to minor league baseball and a hub for community events. Complemented by coffee shops, boutiques, art spaces, and seasonal farmers markets, the area offers a lively and walkable environment for both residents and visitors. Downtown Kinston also hosts a variety of festivals and events throughout the year that bring the community together. Highlights include the [BBQ Fest on the Neuse](#), which celebrates eastern North Carolina's barbecue tradition with food, music, and vendors, along with a range of seasonal holiday events, such as the "Turn on the Holidays" tree lighting ceremony and the Kinston Christmas Parade. Additional events—including farmers' markets, art walks, and cultural celebrations—further highlight local talent and heritage while creating regular opportunities for residents and visitors to gather and connect.



*Photo BBQ Fest on the Neuse*

Conveniently located near Greenville, New Bern, and within a short drive of North Carolina's Crystal Coast beaches, Lenoir County offers both accessibility and a relaxed pace of life. With its combination of affordability, outdoor amenities, cultural assets, and a community focused on growth and improvement, Lenoir County provides a high quality of life and a meaningful place to live, work, and be involved.



*Kinston Music Park (left) offers a lively outdoor gathering space for concerts and community events that celebrate the city's musical roots; the South Queen Street sign in downtown Kinston (right) points to the heart of a revitalized district filled with local shops, dining and a welcoming small-town atmosphere that draws visitors and residents alike.*

## About the Organization, Department, and Position:

Lenoir County operates under a Commissioner-Manager form of government. The County is governed by a seven-member Board of Commissioners—comprising five district representatives and two at-large members—who serve staggered four-year terms. This elected board establishes policy and sets the County’s strategic direction, while the County Manager is responsible for overseeing day-to-day operations and implementing the Board’s priorities. Guided by its mission to create a vibrant physical, social, and economic environment for its citizens and businesses – that helps inspire the spirit and realize dreams, Lenoir County is committed to delivering high-quality, responsive public service.

With approximately 512 full-time authorized positions and 190 part-time positions, the County delivers a broad range of services through 16 departments such as Social Services, the Sheriff’s Office, Health Department, Emergency Medical Services, and the Detention Center. The adopted [FY2025–26 budget](#) is approximately \$101.4M (\$84.2M General Fund) and reflects modest growth following the County’s most recent property revaluation, which occurs on an eight-year cycle. More information about the organization can be found [here](#).

The Finance Department operates on a FY 2025–2026 budget of approximately \$450,000, with anticipated growth to approximately \$550,000–\$600,000 as additional staff positions are added. Supporting the County’s financial operations, the Department maintains fiscal integrity and ensures accurate, transparent reporting of the County’s financial condition. The Department is responsible for a full range of core financial functions, including general accounting, accounts receivable and payable, fixed asset management, payroll and benefits administration, and financial reporting as well as cash and investment management. As Lenoir County continues to grow, major capital project management will become an increasingly important area of focus within the Finance Department. Learn more about the department by [visiting the County’s website](#).

Reporting to the Chief Financial Officer, the **Finance Director** oversees a small but experienced team of four full-time employees, all of whom bring significant institutional knowledge, with at least eight years of service to Lenoir County and a minimum of two years within the Finance Department. Lenoir County’s next Finance Director will have a vital role participating in senior management team meetings and working collaboratively across departments.

The **Director** manages all aspects of the County’s financial operations, including oversight of general accounting including revenues and expenditures, financial analysis, reporting, and compliance. The **Director** maintains a strong working relationship with the Chief Financial Officer, working closely together on budget preparation, revenue forecasting, and fund balance analysis. This position will be supported by the County’s Chief Financial Officer in debt, investment, and grants management. The Finance Director exercises independent judgment in administering fiscal control systems, strengthening processes, and ensuring sound financial stewardship.



*The Digital Resource Rover bookmobile brings the library to residents in Lenoir County, offering books, free Wi-Fi and digital resources—an example of the kind of investment supported by the **Finance Director**, who recognizes the importance of a strong finance department to the health of an organization and its broader impact on the community.*

## Key Position Priorities:

- Proactively lead the County's financial management – shifting from a reactive approach to forecasting, implementing consistent financial reviews, advancing key initiatives, and demonstrating a commitment to ongoing improvement efforts;
- Strengthen relationships across departments by establishing regular communication, improving access to financial information, supporting grant coordination and compliance, and developing effective financial processes;
- Direct policy review and development, integrating departmental financial policies and addressing current practices, while supporting staff and working with departments on policy issues;
- Oversee key financial functions and reporting, including the annual audit, Board presentations, and reports for internal and external stakeholders; and,
- Evaluate the finance department's staff development needs and provide short and long-term training and professional development opportunities to help staff achieve goals and grow in knowledge and expertise.

## Qualifications:

Graduation with a bachelor's degree in accounting, business administration, or a related field, supplemented by considerable experience in public finance administration, including supervisory experience. Local government experience, particularly with county government, is preferred. The selected candidate must possess a valid North Carolina driver's license, successfully pass a criminal background and credit check, and be bondable. *County residency is not required for this position.*

## The Successful Candidate:

- Leads with professionalism, sound judgment, and emotional awareness, providing steady and consistent leadership through change;
- Builds trust and morale through transparency, reliability, and respectful engagement with staff and departments;
- Creates a supportive and accountable work environment where employees feel respected, informed, and encouraged to ask questions, develop skills, and take ownership of their work;
- Approaches change thoughtfully, addressing concerns directly and helping staff understand expectations, pace, and priorities;
- Recognizes the impact of workload, training gaps, and system challenges, and works to provide clear guidance, support, and opportunities for staff development;
- Sets clear priorities and advances improvements in a practical and sustainable manner;
- Listens carefully to understand departmental needs and responds with practical, well-informed solutions;
- Communicates financial information clearly to support decision-making at all levels of the organization;
- Establishes credibility as a dependable and knowledgeable resource with strong technical expertise;
- Maintains a steady, solutions-focused approach to challenges while improving processes with evidence-based practices to support efficiency, productivity and work-flow; and,
- Contributes to a positive, engaging, and fun work environment where progress is visible and meaningful.

## Salary and Benefits:

The hiring range is \$125,558 - \$135,213. Beginning salary will be commensurate with experience. A signing bonus of up to \$5,000 may be available for the selected candidate. Lenoir County provides a rich benefit package that includes Health Insurance, County contribution to Health Savings Plan, Dental, 14 Paid Holidays, and Sick and Annual Leave accruals per pay period. Additionally, as a County employee, the Finance Director participates in the North Carolina Local Government Employees' Retirement System (NCLGERS), which includes a 6% pre-tax employee contribution. Supplemental retirement savings opportunities include participation in a 401 (k) plan with a 2.5% County Contribution based on salary, as well as 457 and Roth 401 (k) plans. The County may recognize prior service through adjusted leave accrual rates and initial leave balances, consistent with established policies. Learn more about Lenoir County's employee benefits by [visiting the County's website](#).

**To apply**, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Finance Director – Lenoir County, NC**.

- 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 **May 23, 2026**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **June 23-24, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Candidates considering applying for this position may request additional information by directing inquiries to [hirings@developmentalassociates.com](mailto:hirings@developmentalassociates.com).

Lenoir County is an Equal Opportunity Employer.



*Farm equipment sits inside a Lenoir County barn, reflecting the area's deep agricultural roots and the economic foundation that supports county services, including the work of the **Finance Director** in managing resources for the community.*



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."