

Concord

NORTH CAROLINA

CITY OF CONCORD, NC

Invites Your Interest in the Position of

CITY ATTORNEY





Position Closes July 5, 2026

If you are a highly accomplished legal professional with a passion for public service and a humble desire to impact a vibrant, sustainable community, the City of Concord invites you to consider applying to serve as its next **City Attorney**. Concord's next **City Attorney** is recognized by their peers and superiors as a highly accomplished, decisive, and knowledgeable professional who is:

- **Creative and Responsive:** A proactive problem-solver who actively researches innovative solutions, collaborates with and supports staff and Department Heads, and is confident in tackling complex issues, even at the state level.
- **A Professional Advisor:** Someone who upholds integrity, demonstrates a commitment to protect the City's interests and assets, and legally supports the Mayor and Council in making informed decisions, while remaining supportive and professional even when their advice is not followed. This person also serves as a legal advisor to staff on City-related matters, takes initiative promptly and shows curiosity about others' legal concerns and their impact.
- **Skilled Interpersonally:** A personable leader with high emotional intelligence who can engage with a diverse group of individuals and communicate complex legal matters in layman's terms.
- **Community-Minded:** Someone who maintains a visible presence in the community, not out of duty but from desire; this individual is not just "the City Attorney" but a known and trusted neighbor.

Concord's **City Attorney** will lead its legal services during a period of unprecedented growth, joining a stable, thriving organization with hard-working, dedicated public servants. The successful candidate will easily integrate into the organization's collaborative, cross-departmental culture of engagement. As a visible representative of the City of Concord, the successful candidate must demonstrate impeccable professionalism in demeanor and communication when advising the Mayor, City Council, staff and the community.

The ideal **City Attorney** has experience helping local governments maintain stability while preparing for growth. Concord has grown from its humble roots as a small, 26-acre rural community into a modern, thriving city spanning 65 square miles. Concord's next **City Attorney** has a unique opportunity to support the organization's vitality by navigating growth-related challenges, including impacts to City utility capacities, managing litigation related to interlocal agreements, and vetting increasingly frequent public records requests.

The successful candidate will demonstrate vision and strategy to strengthen the legal department's infrastructure, ensuring the team is proactive, cross-trained, and equipped to deliver more legal services in-house.

Cover photos (from top, clockwise): Concord, North Carolina, from every angle — an aerial view of the city; the roar of NASCAR racing at Charlotte Motor Speedway; Concord-Padgett Regional Airport, which supports regional travel, business growth, and city operations; and the city's iconic water tower showcase the energy, connectivity, and history that define this Cabarrus County destination.

About the Community:

One of the fastest-growing cities in the Charlotte metropolitan area, the City of Concord, located in Cabarrus County, is also the 10th-largest and 7th-fastest-growing city in North Carolina. With a name that means “harmony,” Concord perfectly blends large city amenities and opportunities with small-town safety and charm and is home to over 115,000 people.

Concord is consistently recognized as a premier destination for families and professionals. Known for its top-rated schools, diverse career opportunities with strong wages, low cost of living, family-friendly neighborhoods, and convenient location, it is no surprise that Concord was ranked [#24 in the nation's Top 100 Best Places to Live](#), the top-rated city in North Carolina by Livability, and one of [Fortune's Top 50 Best Places to Live for Families](#). Additionally, downtown Concord, recognized by HGTV as one of the [most charming small-town downtowns in America](#), is where historic charm meets modern living. The attractive downtown area features a vibrant social district, unique boutiques, and a flourishing culinary scene.



Downtown Concord offers something for everyone — outdoor dining brings energy to the city's streets (top); Market 94 gives shoppers a chance to explore local vendors, boutiques, handmade goods, and specialty items in the heart of downtown (middle); the historic district (below) continues to serve as a vibrant destination for dining, shopping, entertainment, and community gatherings throughout the year.





The history of Concord remains deep in its landmarks. Notable cultural landmarks include the Historic 1876 Cabarrus County Courthouse, home to the Historic Cabarrus Association Museum, The Galleries, the Davis Theater; and [The District Exchange](#), a renovated movie theater transformed into a unique indoor dining and shopping hub. The breweries, food halls, antique malls, and entertainment venues that now occupy former textile mills in Concord are a testament to the ingenuity and innovation that define the city today. Southern Strain Brewing Company occupies a former textile mill featuring great food and an event space. This former textile mill hub also features a curated vintage store, [Nothing New](#), Provided Coffee – one of the largest coffee shops in the state, and Curiosity Farm, a collection of locally grown flowers and plants.

Throughout the city, visitors will notice a love of the arts. The city is home to the Avett Brothers Tribute Mural (top left) and Art Walk on Union (middle left), a biannual all-day arts festival celebrating handmade artwork from local artists and makers. The ClearWater Arts Center & Studios, a city-owned facility providing affordable studio spaces and a state-of-the-art ceramics center, is a favorite stop for both visitors and residents. Concord's City Council established the Public Art Commission to identify opportunities to enhance neighborhoods and create community connections through art. The Public Art Commission to date is responsible for a new mural in Downtown Concord and at Les Myers Park (bottom left), the rotating sculpture show in Downtown Concord, creating an [interactive public art map of Concord](#), and is working on new bus wraps for Rider Transit buses.

Concord's parks provide residents and visitors with spaces for recreation, play, and community gatherings, supporting the city's commitment to enhancing quality of life throughout its neighborhoods.

As a key economic driver, Concord-Padgett Regional Airport is the 5th busiest in the state, connecting travelers to 12 destinations across the East Coast and Puerto Rico and supporting over 5,300 jobs. Concord is a globally recognized hub for innovation, attracting billions in new investment from industry leaders. Recent milestones include: **Eli Lilly**: A \$2 billion investment in a pharmaceutical manufacturing facility, bringing approximately 900 high-paying jobs and expanding the life sciences industry into the region; **Red Bull/Ball Corporation/Rauch**: A new 2.36 million sq. ft. beverage campus scheduled to produce up to 3 billion cans annually by 2031; and **General Motors/Formula 1**: A new engine manufacturing facility at the Hendrick Motorsports campus, adding over 300 highly skilled jobs with average salaries exceeding \$100,000.

Concord offers an unmatched variety of entertainment, from world-class racing to expansive shopping experiences. Signature attractions in Concord include Charlotte Motor Speedway, a premier NASCAR venue that draws thousands of visitors annually for racing, car shows, and holiday displays; Concord Mills, North Carolina's largest tourist attraction by annual visitor volume which features over 200 stores, the SEA LIFE Aquarium, and Great Wolf Lodge; and Gibson Mill, a revitalized textile mill that now serves as an entertainment destination with the South's largest antique mall, craft breweries, and an indoor food hall.

The City of Concord is dedicated to providing a wide range of high-quality recreational opportunities. Residents love the city's 17+ miles of scenic paved and natural trails, including the dedicated Brown Mill Mountain Bike Trail just minutes from Downtown Concord. Additional recreational opportunities include a municipal golf course (Rocky River Golf Club), boat rentals, and fishing at Lake Fisher, as well as year-round programming for all ages and abilities, including STEAM, environmental education, arts and crafts, and more. The City also offers youth and adult sports leagues, and a public pool with open swim and swim lessons throughout the summer. A new and extensive Parks & Recreation Bond project will add 8 miles of greenway within parks, 11 new playgrounds, 15 new picnic areas, 14 pickleball courts, 6 basketball courts, 2 new dog parks, 3 splash pads, and a skate park and pump track.

Throughout the year, the City hosts signature events that foster a deep sense of community: Christmas in Concord features the annual tree lighting and the Concord Christmas Parade—the longest-running historic downtown parade in North Carolina. The annual Concord International Festival pays homage to the rich cultures and traditions that make the city a vibrant place to call home.



Community events and family activities bring people together in Concord throughout the year — from children taking part in the annual Christmas Parade (left), to families enjoying the city's parks and playgrounds (top), and colorful cultural celebrations such as the annual International Festival (right).


About the Organization, Department and Position:

Ranked among the Healthiest Employers by the Charlotte Business Journal for the 9th consecutive year, the City of Concord is dedicated to *enhancing the quality of life by providing excellent service, planning for the future, and collaborating with our community*. The city operates under the council-manager form of government. The Mayor and City Council serve part-time and are elected at-large on a non-partisan basis to four-year terms. Concord's [FY26-27 budget of \\$402M](#) supports nearly 1,300 full-time employees across 23 departments and is united around the values of accountability, communication, and teamwork. Concord envisions a vibrant and sustainable community where innovation, inclusion, and partnerships provide opportunities for all to thrive.

The City's Partnership For Stronger Neighborhood program, established in 2000, is evidence of its vision of a vibrant and sustainable community. Within this award-winning neighborhood program, City staff serve as liaisons across the city's 71 recognized neighborhoods to foster open communication, build relationships, and enhance the quality of life. Learn more information about this program [here](#).

The Concord Legal Department provides legal services to the City Council, City administration, other City employees, and several City boards and commissions. The **City Attorney** and legal staff serve as advocates for the City's legal interests before the courts, the General Assembly, and quasi-judicial bodies. Reporting to the Mayor and City Council, the **City Attorney** manages a \$1.5M budget and oversees 5 direct reports: a Deputy City Attorney, an Assistant City Attorney, 2 Paralegals, and an Executive Assistant. Concord's City Manager provides functional supervision of the Legal Department.

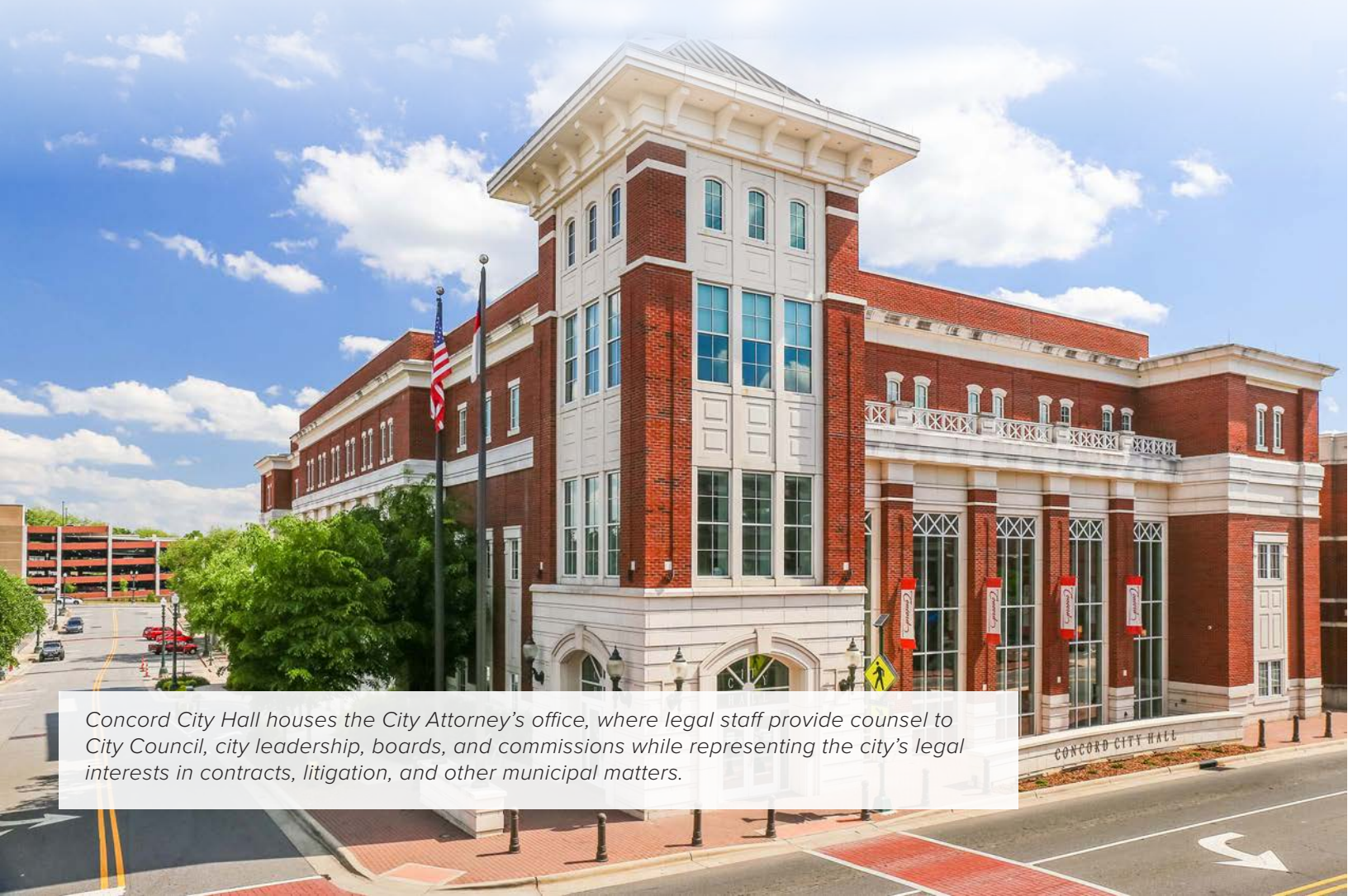
The **City Attorney** serves as the official legal advisor to the Mayor and City Council, as well as the City Manager, other staff, boards, commissions, and committees of the City. Responsibilities for this position include the development, review, and revision of City contracts, representing the City in litigation by conducting thorough investigations, drafting and filing legal documents, appearing in court proceedings, and representing the City at trial and post-trial proceedings.



A family poses together in downtown Concord, highlighting the community spirit that defines the city. Concord is dedicated to enhancing quality of life by providing excellent service, planning for the future, and collaborating with the community to create a welcoming place for residents and visitors alike

Key Priorities for the next City Attorney:

- Establish a consistent, legally sound process for vetting and managing public records requests to improve efficiency and ensure organizational compliance while serving as the primary expert on public records statutes - educating and guiding Department Heads on the public records release process to increase competency and mitigate legal risks.
- Effectively manage current contracts, including interlocal agreements, while strategically preparing for an increase in volume and complexity of contractual obligations and organizational needs as the city navigates expansion; Provide in-house legal oversight and support of contractual agreements to the organization's departments.
- Increase engagement with internal and external stakeholders, particularly department heads, to foster a culture of collaboration and trust; maintain a physical presence at important City events and attend quasi-judicial board meetings to provide direct legal accessibility; lead the legal department in being a collaborative team player to other departments, establishing trust and credibility across the organization.
- Facilitate litigation management with a hands-on approach to managing both in-house legal matters and those outsourced to external counsel while providing robust support and representation for City staff members who are involved in depositions, mediations, or other litigation proceedings.
- Protect the City Council and the organization from external lawsuits by identifying and mitigating liabilities before they escalate.



Concord City Hall houses the City Attorney's office, where legal staff provide counsel to City Council, city leadership, boards, and commissions while representing the city's legal interests in contracts, litigation, and other municipal matters.

Qualifications:

Concord's next **City Attorney** must have a Juris Doctor from an American Bar Association-accredited law school, with at least ten (10) years of increasingly responsible professional experience with at least five (5) years of supervisory experience; or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job. The following licenses and certifications **are required**:

- North Carolina Law License;
- Admission to practice in North Carolina Courts;
- Admission to practice in federal courts, including the Federal District Court for the Middle District of North Carolina;
- Valid North Carolina Driver's License.

PLEASE NOTE: Applicants must meet the City criteria for an acceptable driving record.

- *Preferred Qualifications include* experience in Municipal or Public Law, Contract Law, Employment Law &/or Environmental Law; successful litigation background; experience as a City Attorney or with other public sector entities.

The Successful Candidate:

- constructively and assertively advises and guides the Mayor and City Council;
- works collaboratively with the City Manager, their leadership team, and City Departments to solve problems and improve services and quality of life for residents while holding legal staff to the same standard of collaborative engagement;
- leads with impeccable integrity and a proven record of consistency in managing both internal and external relationships;
- exhibits thorough knowledge of North Carolina law pertaining to City government and has extensive experience in applying the principles and procedures of civil law, especially as related to City government;
- demonstrates excellence in conducting legal research, investigation methods, judicial procedure, and rules of evidence;
- analyzes and solves legal problems and interprets laws and regulations affecting the city to a high legal standard;
- has demonstrable experience with community nuisance abatement ordinances, interlocal litigation, North Carolina General Statutes, and other challenging aspects of community legal issues;
- understands the legal requirements, statutes, and authority of cities regarding economic and infrastructure development projects, applicable statutes, and compliance;
- is a proven manager with the ability to establish and maintain effective working relationships and to plan, delegate, and coordinate the work of subordinates to ensure work-life balance;
- resilient in the face of challenges and seeks innovative solutions to problems;
- has exceptional skills in legal writing and communicates excellently both verbally and in writing, and possesses well-developed interpersonal skills and abilities; and,
- values accessibility and holds high expectations of self and others while also being an effective and respected leader.

Salary and Benefits:

The hiring range for this position is \$235K - \$240K. The starting salary range is dependent on experience and qualifications. The city offers a [comprehensive benefits package](#), including various health insurance plans, an on-site wellness center for the prevention, intervention, and management of acute and chronic illness, multiple free fitness centers, participation in the NC Pension Plan, and a 401(k) Retirement Plan. There is no residency requirement for this position.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **City Attorney – City of Concord, 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 **July 5, 2026**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **August 4-5, 2026**. 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 hiring@developmentalassociates.com.

The City of Concord, NC, is an Equal Opportunity Employer.



Neighbors wave and a family walks through a Concord neighborhood, reflecting the community connections fostered through the City’s Partnership for Stronger Neighborhoods program, which promotes relationships, communication, and quality of life across the city.



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.”