



ORANGE COUNTY ABC CONTROL BOARD

Invites Your Interest in the Position of

GENERAL MANAGER





Applicants should apply by July 24, 2026

Orange County, NC, widely recognized for its world-class academics, diverse and dynamic industries, and rural recreation, seeks a collaborative and service-driven leader to serve as the next **General Manager of the Orange County ABC Control Board**. The Board desires a **General Manager** with considerable retail, bar/hospitality management experience who will:

- Enthusiastically establish and maintain an organizational culture of trust, high employee morale, and accountability; cultivate unity across the organization's Board, its warehouse, stores, and administrative functions while successfully balancing operational and clientele needs.
- Actively foster open communication and meaningful engagement across the organization, building cohesive relationships with staff, customers, Board members, and the diverse communities Orange County ABC serves.
- Strategically support operational efficiency through budget evaluation and management, strengthen internal operations, utilize best-practices in increasing sales, and work to proactively ensure the organization's long-term sustainability in a changing retail and regulatory environment.
- Positively reflect the mission, reputation and values of the Orange County ABC Control Board in day-to-day responsibilities, serving as a highly visible leader who demonstrates integrity, professionalism, accountability, and ethical judgment while building credibility with employees, customers, Board members, and community stakeholders.

The successful candidate is a demonstrated people-focused leader—well respected by employees and stakeholders and known for active-listening, expressing empathy, and being approachable, and empathetic. The next **General Manager** has significant product knowledge and understanding of mixed beverage operations, NC ABC legislative environment and constraints, risk management best practices, trends within the alcohol industry, and is an effective problem-solver who is flexible and adaptable under pressure.

This is not simply an operational management role—it is an opportunity to shape the future of a respected public enterprise and unite stakeholders around the Orange County ABC's mission of responsibly controlling the sale of spirituous liquor, returning profits to law enforcement, alcohol education, and the Orange County General Fund while providing excellent service in customer friendly, modern, and efficient stores.



ABC Store located at 5413 US Hwy 70 in Durham



ABC Store at 201 Cornelius St. in Hillsborough

Cover photos: Orange County ABC Control Board operates retail stores throughout the county, including 2 locations in Hillsborough (bottom left) and 4 locations in Chapel Hill (bottom middle and bottom right), providing exceptional customer service while responsibly serving the community through controlled alcohol sales.

About the Community:

Nestled in the beautiful Piedmont region of North Carolina between Research Triangle Park and the Triad (Greensboro, Winston-Salem and High Point), Orange County offers an unparalleled quality of life that blends rich historical heritage with a progressive, forward-thinking spirit. Orange County is a thriving community, home to over 140,000 residents.

Orange County features 4 municipalities: historic Hillsborough, the county seat; Chapel Hill, home of the University of North Carolina (the oldest state-supported university in the United States); the bustling commercial corridors of Carrboro, and parts of Mebane, a former railroad and mill town. This thriving community balances an energetic urban vibe with scenic, peaceful farmland to the north. Orange County provides rolling hills and lush green countryside – a rural, down-home feel that blends seamlessly with a cosmopolitan worldview.

Orange County is home to vibrant communities that blend rich history, innovation, natural beauty, and a high quality of life—from Hillsborough and Chapel Hill to Carrboro and the Orange County portion of Mebane.



Warren LeMay

Built in 1790, the historic Alexander Dickson House is one of Hillsborough's most treasured landmarks, reflecting the town's rich colonial heritage.



David Jessée

Above: Steel String Brewery reflects Carrboro's creative spirit, offering locally inspired craft beer in a welcoming community gathering place. Below: Whether hiking, birdwatching, or simply enjoying nature, the 643-acre Brumley Nature Preserve is a favorite outdoor destination in Orange County





The market in Orange County is driven by top-tier education, advanced healthcare, and a strong local business and agricultural sector. UNC-Chapel Hill is the flagship campus of a 16-member state university system and is consistently [rated](#) as one of the country's finest state institutions of higher learning. The neighboring North Carolina Central University (NCCU) is the chosen higher education institution for nearly 9,000 students and holds many national and regional [accolades](#) including its School of Law named No. 1 among the nation's Most Innovative Law Schools.

Orange County is strategically positioned along the Eastern seaboard with major metro areas like DC and New York just a quick flight or few hours' drive away. Interstates I-40 and I-85 crisscross the region, facilitating quick and efficient travel in all directions and providing quick proximity to major universities, world-class healthcare, the Blue Ridge mountains, and Atlantic beaches.



Students at North Carolina Central University (top) and the University of North Carolina at Chapel Hill (bottom) are part of a world-class higher education ecosystem that fuels innovation, research, workforce development, and economic opportunity throughout Orange County and the surrounding region.

About Orange County Government:

Orange County government is a highly collaborative and forward-thinking organization, governed by a seven-member Board of Commissioners. The commissioners are elected to four-year terms by district and at-large in partisan elections. The County's mission is to serve as a visionary leader in providing governmental services valued by its community, beyond those required by law, in an equitable, sustainable, innovative, and efficient way. The County's [FY 25-26 budget](#) of \$435M (\$312M General Fund) supports its nearly 1,200 FTEs across 27 departments.

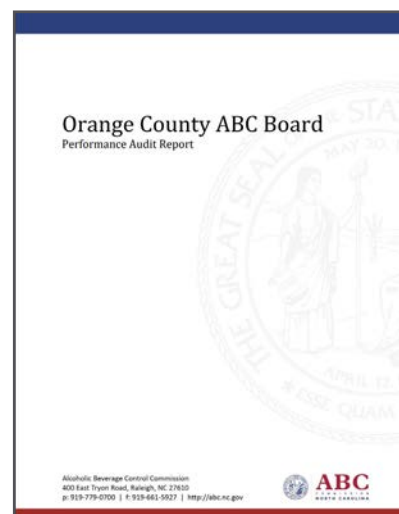
Orange County's [Strategic Plan](#), adopted in 2024, rallies community leaders and members to ensure Environmental Protection and Climate Action, Healthy Community, Housing for All, Multi-modal Transportation, Public Education/Learning Community, and a Diverse and Vibrant Economy. The county's vision—a community known as diverse, inclusive, and healthy, working together to strengthen the community and enhance the quality of life for all residents—is evidenced through the progress and development of this strategic plan.

About the ABC Board and Position:

The Orange County ABC Board is an independent local governmental entity responsible for the retail sale of distilled spirits throughout Orange County. Governed by a five-member Board of Directors, the organization operates nine retail stores and one warehouse serving the communities of Chapel Hill, Carrboro, Hillsborough, Mebane, and Durham. Guided by a mission to responsibly serve the community through controlled alcohol sales, exceptional customer service, and sound financial stewardship, Orange County ABC returns profits to support local law enforcement, alcohol education programs, and the County's General Fund.

Reporting directly to the Board of Directors, the **General Manager** is responsible for the overall administration and management of Orange County ABC's operations, including retail sales, warehouse operations, financial management, inventory control, and strategic planning. The **General Manager** leads a team of 37 full-time and 18 part-time employees and oversees the organization's \$30M budget. As the Board works to address budget shortfalls due to declining sales throughout the industry and legislative challenges, the next **General Manager** will play a key role in strengthening the organization's financial position. Evaluating and recommending changes to reduce organizational expenses while maintaining a skilled and valued workforce will be necessary for this position.

Orange County's next ABC **General Manager** will ensure that the organization's human resources, training, security, and safety protocols, processes and procedures align with state laws and regulations and best support the organization and its employees. Skilled in human resources management, the **General Manager** creatively and strategically recruits and retains employees in a competitive job market. The Orange County ABC **General Manager** is also tasked with lease management for the organization's stores including but not limited to lease negotiation and administration, property management, renovations and new construction. This customer-service minded professional consistently demonstrates fairness and equity across diverse people groups – from customers, to staff, Board and other stakeholders.



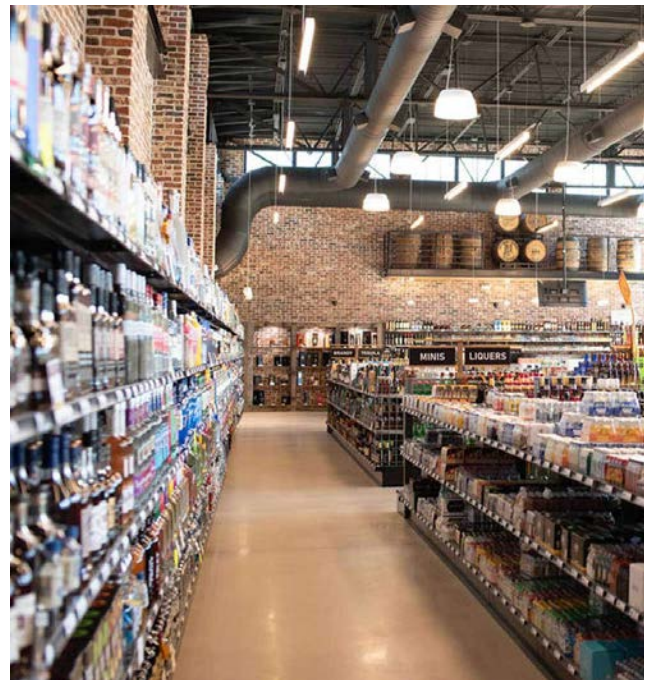
View the organization's recent performance audit report [here](#).

Key Position Priorities:

- Invest in learning the organization, understanding existing operations, and gaining employee buy-in before implementing significant operational or cultural changes, recognizing that lasting improvements are achieved through collaboration, engagement, and shared ownership.
- Maintain a visible presence throughout the warehouse and stores, allocate considerable time getting to know employees, build relationships across the organization, enhance communication across the various sectors of the organization and ensure staff feel supported, safe, valued, and connected to leadership.
- Evaluate product selection, inventory practices, and merchandising strategies to ensure stores are well-stocked, customer demands are met, and inventory is effectively managed and moved when products are not selling.
- Improve operational efficiency, and safety protocols and procedures by implementing best practices in delivering service, strengthening coordination and unity across the organization, and ensuring the organization adhere to state and local safety laws and regulations.
- Address technology and vendor-related challenges affecting inventory management and daily operations by implementing reliable and user-friendly systems.



Mebane ABC Store on 7713 US Hwy 70



Chapel Hill ABC Store on West Barbee Chapel Rd

From inviting retail locations and well-stocked store interiors to warehouse and administrative operations, the Orange County ABC Board is committed to exceptional service. The **General Manager** provides strategic leadership while fostering a culture of trust, accountability, and operational excellence throughout the organization.

Qualifications:

- Bachelor's degree from an accredited college or university in Business Administration, Retail Management, Public Administration, Finance, Accounting, or a closely related field is preferred. An equivalent combination of education and progressively responsible experience may be considered.
- Five (5) or more years of progressively responsible leadership experience in retail, bar/hospitality management, business administration, operations management, or a similarly complex customer-focused environment, including experience supervising and developing staff.
- Knowledge of the North Carolina ABC System, alcoholic beverage laws and regulations, mixed beverage operations, or experience working in a highly regulated industry is strongly preferred.
- Must possess or have the ability to obtain and maintain a valid North Carolina Driver's License.
- Must successfully pass all required pre-employment screenings, including a comprehensive background investigation.

The Successful Candidate:

- Acts as an agent of the Board, understands the respective roles of the Board and General Manager and effectively partners with Board members by providing transparent communication, logical recommendations, and professional leadership while maintaining accountability for organizational operations and performance;
- Possesses financial and operational management experience, including budget administration, inventory management, product selection, and the responsible stewardship of organizational resources;
- Communicates openly, honestly, and effectively, maintaining an authentic open-door policy, actively listening to diverse perspectives, and building sustainable relationships across all levels of the organization;
- Is a collaborative team builder who can unite diverse groups around common goals, encourage professional growth, and cultivate a culture of engagement and shared ownership;
- Values exceptional customer service and understands the importance of creating positive customer experiences through responsive, professional, and customer-focused operations;
- Demonstrates flexibility, strategic judgment, and analytical problem-solving skills while effectively addressing organizational challenges and operational issues; and,
- Understands the importance of reliable technology and operational systems, is tech-savvy, and can work effectively with vendors and staff to improve efficiency, inventory management, and day-to-day operations.



Hillsborough ABC Store on Oakdale Drive

Salary and Benefits:

The salary range for this position is \$110,000 - \$130,000. Starting salary is dependent on experience and qualifications. Orange County provides a comprehensive benefits package including 100% employer paid health, dental, and life insurance, biannual leave time accrual, sick leave, 11 paid Holidays, participation in the N.C. Local Governmental Employees' Retirement System, supplemental retirement plans, tuition reimbursement, longevity pay and more. View more about Orange County's employee benefits [here](#). Residency in Orange County is not required for this position; however it is strongly preferred given daily commute to the organization's administrative office, stores and warehouse.

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Orange County ABC Control Board – General Manager** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the organization's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **July 24, 2026**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **August 18-19, 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.

Orange County ABC Control Board is an Equal Opportunity Employer.



Orange County ABC's stores in Chapel Hill (left) and Carrboro (top) provide convenient access to exceptional customer service while supporting the Board's mission of responsible alcohol sales and community stewardship.



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."