



ORANGE COUNTY
NORTH CAROLINA

ORANGE COUNTY, NC

Invites Your Interest in the Position of

HEALTH DIRECTOR





Applicants should apply by September 28, 2026

Lead a department dedicated to promoting and protecting health, enhancing quality of life, and preserving a safe and healthy environment for everyone in Orange County, North Carolina.

Orange County is seeking a visionary, decisive, and empathetic leader to serve as its next **Health Director**. This executive leadership role offers a dynamic opportunity to guide a progressive public health department through an evolving healthcare landscape, serving a diverse community with an emphasis on health for all, data-informed innovation, and collaborative service delivery.

Position Overview:

- **Annual Department Budget:** \$14.1 Million
- **Department Multi-Disciplinary Workforce:** 100 permanent employees, 7 temporary staff, and 7 direct reports, including a Deputy Director.
- **Work Structure:** In-Person (Hillsborough/Chapel Hill, NC region)
- **Governance & Oversight:** Reports to an 11-member Board of Health (BOH) while working closely with the County Leadership and the Board of County Commissioners (BOCC).



The “We Are Community” mural in Carrboro celebrates the people, diversity and connections that make Orange County a vibrant place to live.

Cover photos, from top, clockwise: Downtown Franklin Street in Chapel Hill, the Bazaar Craft and Art Market in Carrboro, cyclists making their way through Hillsborough during a local race, and Lake Michael in Mebane showcase the distinct character of Orange County’s four municipalities. Together, they reflect a community that blends history, culture, recreation, and economic vitality.

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 community, home to over 154,000 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.

Orange County forms a key corner of the Triangle region. The Triangle is home to major universities (UNC, Duke, NCCU, NCSU and numerous colleges) and leading non-governmental organizations such as RTI International and FHI 360.



Carrboro Open Streets (top) brings neighbors together for a day of walking, biking, and community celebration; Franklin Street in Chapel Hill (left) showcases one of Orange County's most vibrant destinations for dining, shopping, and entertainment; and, Oconeechee Mountain State Natural Area (below)—the highest point in Orange County—offers scenic trails and breathtaking views just minutes from downtown Hillsborough.





Orange County perfectly pairs an energetic urban vibe with scenic, peaceful farmland to the north. Rolling hills and lush green countryside deliver a welcoming, rural feel that blends seamlessly with a cosmopolitan worldview.

Orange County's economy is driven by top-tier education, advanced healthcare, and strong local business and agricultural sectors. At its center is UNC-Chapel Hill, the flagship campus of a 16-member state university system that is consistently rated as one of the country's finest public institutions of higher learning. UNC-Chapel Hill is the home of top tier Schools of Medicine, Nursing, Dentistry, Pharmacy, Public Health, and Social Work.

Orange County is strategically positioned along the Eastern Seaboard with major metro areas like Washington D.C. 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, worldclass healthcare, the Blue Ridge mountains, and Atlantic beaches.



visit Chapel Hill

Occaneechi Band of the Saponi Nation demonstrating traditional foodways in the Occaneechi Replica Village in Hillsborough (top), the iconic Old Well at the University of North Carolina at Chapel Hill (middle), and the Riverwalk in Hillsborough (bottom) reflect Orange County's rich history, world-class educational institutions, recreational opportunities, and natural resources—contributing to a vibrant quality of life and a strong sense of place.

About the Organization:

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 their 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) support 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 Department:

The Orange County Health Department (OCHD) is a community-centered public health agency dedicated to creating conditions for all residents to achieve optimal health. OCHD serves a diverse population spanning both urban and rural communities. OCHD and the BOH operate under a Strategic Plan and use feedback from their recent Community Assessment to drive their decision making.

Operating under a servant-leadership framework that prioritizes transparency, innovation, equity, and trust, the OCHD is known for its:

- foundational public health and environmental health protection practices and services;
- direct clinical, dental, and maternal-child health care; and,
- high-impact, equity-driven, stakeholder-collaborative initiatives like the Family Success Alliance.

The department thrives on deep cross-sector collaboration, working closely with county leadership, the Board of Health, community partners, and world-class institutions like the University of North Carolina. OCHD is actively shaping a supportive, sustainable workplace culture focused on empowering its staff, addressing systemic health disparities, and driving data-informed initiatives that safeguard the community's future.



Orange County's Mobile Dental Clinic brings accessible, reduced-cost oral healthcare directly to residents who face barriers to care, reflecting the Health Department's commitment to advancing health equity and addressing the social determinants that shape community health.

Key Priorities & Strategic Leadership:

- **Departmental Stability & Culture:** Provide compassionate, visible servant leadership to establish trust, enhance morale, foster cross-functional collaboration and relationship building following recent organizational shifts.
- **Fiscal Stewardship & Data-Driven Strategy:** Navigate an evolving funding environment by making data-informed decisions regarding clinical, environmental, and preventive health programming, optimizing payor mixes, and securing competitive grant opportunities.
- **Executive Team Building:** Recruit, retain, and develop key leadership roles, including filling the newly created Deputy Health Director position to establish a resilient, high-performing executive team.
- **Stakeholder & Community Engagement:** Stand firm on core public health values and state and federal regulations, while navigating complex, high-level relationships across the University of North Carolina Health system, corporate partners, county departments, and community members.
- **Equity & Social Determinants of Health:** Advance the 2025–2027 Strategic Plan by addressing health disparities, access to care, behavioral health needs, and supporting the strategic implementation of key initiatives like the Family Success Alliance and the new Crisis Diversion Facility.

Minimum and Preferred Qualifications:

- **Education:** A master's degree in public health or public administration with an emphasis on public health is *highly preferred*. Any combination of closely related or equivalent education and experience will be considered.
- **Experience:**
 - Requires a minimum of three (3) years of manager-level experience as a Director or Division Director overseeing public health programming and multi-million-dollar budgets.
 - Five (5) years of public health administration experience within a similarly sized or larger urban/rural mixed jurisdiction is *highly preferred*.
- **Core Competencies:** Extensive knowledge of North Carolina public health law and regulatory frameworks preferred with strong command of quantitative skills, program evaluation, public health data analysis capabilities, proven personnel management skills, and emergency response leadership experience.
- **Please note that** this executive position requires 24/7 availability to respond to public health emergencies.



A mural honoring Carrboro-born folk music legend Elizabeth “Libba” Cotten celebrates the diverse people, cultural heritage, and remarkable stories that have shaped Orange County.

Salary and Benefits:

- **Salary Range:** \$124,317.00 – \$185,000.00 (Starting salary depends on qualifications and experience).
- **Benefits:** Orange County provides a comprehensive benefits package, including:
 - 100% employer-paid health, dental, and life insurance
 - Bi-annual leave accrual, sick leave, and 11 paid holidays
 - Participation in the N.C. Local Governmental Employees' Retirement System and supplemental retirement plans
 - Tuition reimbursement, longevity pay, and more
- **Residency:** County residency is preferred but not required.



*The Orange County Health Department serves residents from locations in both Hillsborough and Chapel Hill, with the Whitted Human Services Center, in Hillsborough, serving as its primary home for staff offices and clinical services. The **Health Director** provides leadership across this countywide system, advancing public health, health equity, and quality of life for Orange County residents.*

How to Apply:

Please visit <https://www.governmentjobs.com/careers/developmentalassociates>, and click on the **Health Director – Orange County, NC** title.

- **If you have accessed this position from within the Government Jobs portal**, simply hit the green “Apply” button in the upper-right corner to begin your application.
- **Important:** 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.
- **Application Deadline: September 28, 2026.**
- **Hiring Process Schedule:** Successful semi-finalists will be invited to participate in virtual interviews and skill evaluations on **October 27-28, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Questions? Direct all inquiries to hiring@developmentalassociates.com

Orange County, NC 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.”