CENTRALINA
REGIONAL COUNCIL

INVITES YOUR INTEREST IN THE POSITION OF

EXECUTIVE DIRECTOR

Applicants should apply by November 11, 2026

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Lead Regional Progress. Empower Local Action.

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- Do you have executive-level business acumen?
- Do you have a customer mindset that leads to visionary and collaborative leadership to shape future services of one of the fastest-growing regions in the nation?
- Do you have a track record of success in expanding services, programs, and revenue?
- Do you have local government experience and expertise working with boards, services, and programs?

If so, Centralina Regional Council is seeking its next **Executive Director** to guide its high-performing team into a dynamic new era.

Headquartered in the vibrant metropolis of Charlotte, North Carolina, Centralina unites 69 communities across nine counties to tackle complex challenges, spark economic opportunity, and enhance the quality of life for 2.5 million residents. If you excel at building trust-based relationships, diversifying resources to ensure financial and organizational stability, and bringing diverse stakeholders together around shared goals, this is your opportunity to make a lasting regional impact.

Regional Collaboration in Action: *Centralina brings regional partners together to build relationships, coordinate initiatives, share resources, and advance strategic planning that strengthens communities across the region.*

Centralina serves as a trusted:

- **Regional Convener:** Creating common ground for research, relationship building, and strategic planning.
- **Service Coordinator & Project Manager:** Facilitating efficient regional initiatives across planning, infrastructure, and development.
- **Resource Partner & Technical Advisor:** Providing data, training, and tailored capacity support to member communities.
- **Administrator:** Managing regional institutions across economic growth, environmental resilience, and human services.

ABOUT THE ORGANIZATION

Established in 1968, Centralina Regional Council is a public council of governments authorized by the General Assembly—one of 16 regional councils in North Carolina (Region F). Governance is anchored by a Board of Delegates comprised of elected officials who represent member local governments within the nine-county service area that meet four times a year. Overseeing the work is an 18-member Executive Board that meets six times a year.

ABOUT THE POSITION

The **Executive Director** serves as Chief Executive Officer, reporting to the Board of Delegates and Executive Board. The Executive Director leads Centralina's operations and its financial model and plan, including growing earned revenue. A critical competency in the next Executive Director the ability to evaluate investments leading to disciplined and strategic risk taking in determining where to invest resources, what services to grow, and what to stop, while building board and member buy-in.

With an operating budget of **$20.5M** and **$16.2M** in passthrough funding (**$36.7M total**), Centralina employs 47 dedicated staff structured across six departments and seven focus areas:

- **Focus Areas**: Aging & Health, Community Economic Development, Local Government Support, Natural Resources & Resilience, Planning & Placemaking, Transportation & Mobility, and Workforce & Talent.
- **Organizational Structure**: Internal operations (*Administration & Finance, Strategic Engagement & Technical Services*) and external services (*Regional Planning, Community Economic Development, Area Agency on Aging, Workforce Development Board*).

Centralina's staff serve as subject-matter experts, ensuring the organization meets critical business strategic priorities and remains responsive to those who need the most help. Friendly, talented and professional staff help Centralina remain a trusted source of data and analysis that informs decision makers and calls attention to important trends. The next Executive Director must have a track record of mentoring staff, supporting growth and organizational change, and building a culture of ownership and accountability.

Centralina's mission is **to lead regional collaboration and spark local action to expand opportunity and improve quality of life**. Guided by a regularly updated Strategic Plan, leadership focuses on four overarching goals:

- Goal 1: Collaborate to prepare, plan and act on issues that respond to today's needs and tomorrow's opportunities.
- Goal 2: Strengthen capacity, efficiency and innovative practice to improve quality of life and enhance economic opportunity.
- Goal 3: Cultivate relationships to advance regional awareness, collaboration and impact.
- Goal 4: Invest in the talent and infrastructure needed to support Centralina as a high-performing, highly desirable place to work.

Learn more about the organization by reviewing their FY26 Annual Report, Annual Financial Report, and FY27 Work Plan.

QUALIFICATIONS

- **Education:** Master's degree (or equivalent experience) in public administration, urban and regional planning, business administration, urban studies, political science, or a closely related field required.
- **Experience:**
  - Ten or more years of progressively responsible administrative experience in local government or regional council operations.
  - Five or more years in executive leadership or senior management in a public, nonprofit, or regional organization.
  - Demonstrated success developing and managing earned revenue alongside grant and formula funding.
  - Proven track record working directly with a Board of Directors and intergovernmental relations.
  - Demonstrated background and substantial knowledge in team leadership, financial management, budgeting, grants, pass-through, and braided funding.
- **Core Competencies:** Deep understanding of regional planning, economic development, grant development, intergovernmental funding, transportation planning, workforce development, aging/human services, and county/municipal operations.

Centralina Board meetings strengthen member governments by providing expert insights and analysis to guide local decision making.

Strong relationships drive Centralina's state and federal advocacy agendas, delivering vital, proven value to our members.

CHARACTERISTICS OF A SUCCESSFUL CANDIDATE

Stakeholders seek an authentic, strategic, and inclusive leader who can:

- **Expand Regional Collaboration & Partnerships:** Serve as a convener to address growth, infrastructure demands, housing affordability, and workforce development.
- **Strengthen Organizational Sustainability & Fiscal Health:** Diversify revenue streams and ensure long-term operational resilience.
- **Secure External Funding & Grants:** Proactively identify and capture federal, state, and philanthropic grant opportunities.
- **Strengthen Member Engagement & Relationships:** Deepen trust and engagement with member local governments, elected officials, and regional delegates.
- **Support Local Government Capacity:** Provide high-value technical assistance, training, and implementation support tailored to municipal and county needs.
- **Board Engagement Expertise:** The Board seeks a transparent, trusted advisor to elected officials who can build consensus among members with diverse interests while clearly explaining financial and strategic choices.

With a demonstrated aptitude for:

- **Strategic & Visionary Leadership:** Anticipates regional trends, navigates funding shifts, and positions the organization for sustainable growth.
- **Relationship Building & Unification:** Skilled at bringing together diverse rural, suburban, and urban stakeholders to achieve common goals.
- **Collaborative & Approachable Communication:** Exceptional listener who maintains political neutrality, communicates Centralina's value clearly, and builds trust.
- **Empowering Team Leadership:** Promotes staff growth, values work-life balance, respects internal culture, and inspires continuous improvement.
- **Champion for Local Autonomy:** Respects local government authority while balancing broad regional goals.

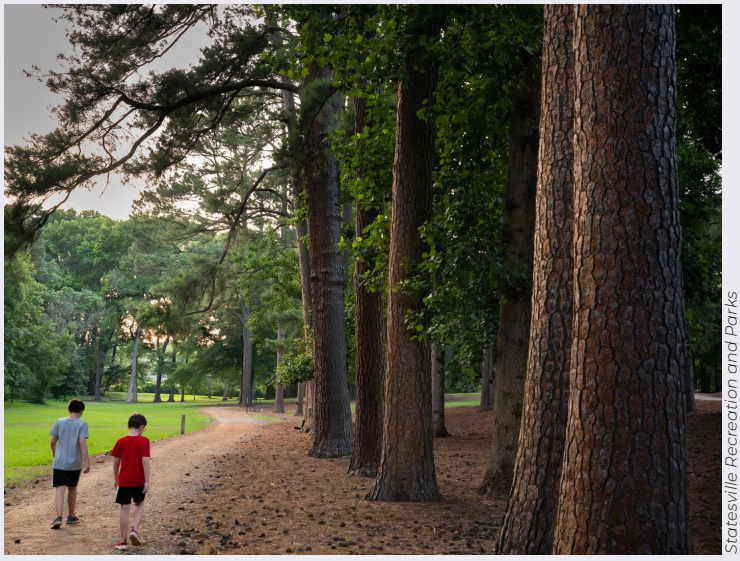
Centralina's dedicated team unites to support one another, empower our region and champion our members.

ABOUT THE COMMUNITY

Headquartered in Charlotte—the energetic "Queen City"—Centralina serves the thriving nine-county region encompassing **Anson, Cabarrus, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, and Union counties**. An average of 135 people move to the region each day. It offers a balance of big-city economic vitality and historic charm with breathtaking natural beauty. As one of North Carolina's premier economic engines, rapid growth brings inspiring possibilities, making visionary, collaborative leadership more vital than ever.

Life here revolves around sunshine, community, and active living. With a mild four-season climate and over 210 sunny days a year, outdoor recreation is woven into daily life. Boaters and water sports enthusiasts flock to Lake Norman and Lake Wylie, while thrill-seekers explore the 1,300-acre U.S. National Whitewater Center—an official Olympic training facility featuring world-class rafting, climbing, and miles of trail systems. Winding urban greenways and welcoming neighborhood parks connect communities, while a prime geographic location places the Blue Ridge Mountains just two hours west and Atlantic beaches three and a half hours east.

Ashley Mahoney/Axios



Statesville Recreation and Parks

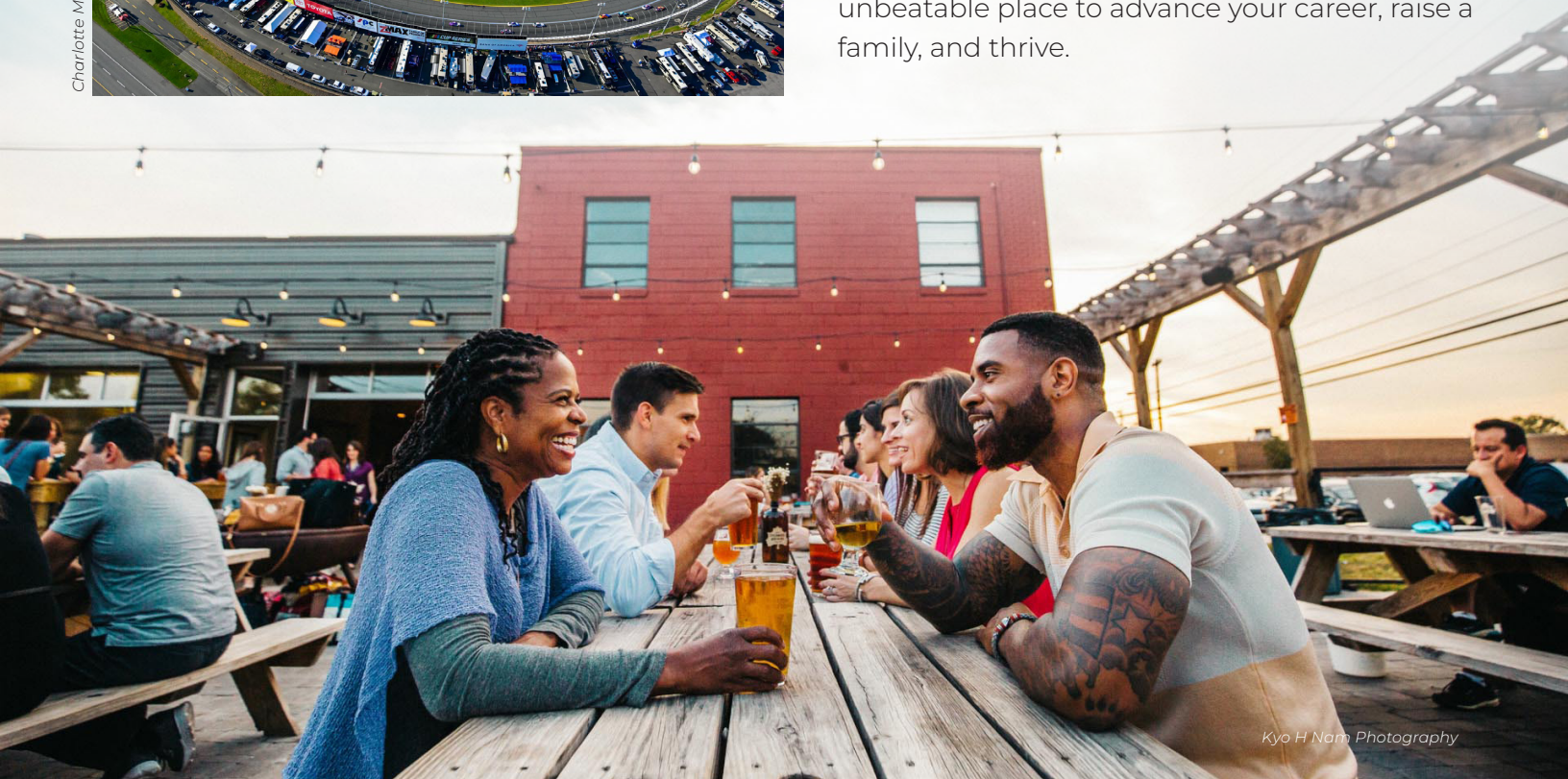
Charlotte's Stewart Creek Greenway (top), featuring an 181-foot bridge—the longest in Mecklenburg County's greenway system—along with Iredell County's Mac Anderson Park (middle) and Lake Norman (below), spanning Iredell, Catawba, Lincoln, and Mecklenburg counties, showcase the region's exceptional outdoor amenities and quality of life.

Visit Lake Norman

Charlotte Motor Speedway

Beyond the scenery, the region offers an unmatched lifestyle for every family. Center City features renowned cultural destinations, like the Levine Center for the Arts and the Blumenthal Performing Arts Center (top left photo), home to Broadway national tours, symphony, and ballet. Sports fans cheer on NFL, NBA, and MLS teams in Uptown, catch stock car racing at Charlotte Motor Speedway (middle left photo), or enjoy Minor League baseball at some of the best ballparks in the nation. Foodies love the 40+ craft breweries (bottom photo) and a bustling food scene featuring James Beard-nominated chefs.

The region offers an ideal quality of life, with walkable communities, arts-driven areas and picturesque landscapes within minutes of each other. Many of its communities are ranked among the best places to live nationally, offering top-rated schools and amenities for everyone in the family. Underpinning this extraordinary quality of life is world-class infrastructure. Charlotte Douglas International Airport offers direct flights worldwide, while the LYNX Blue Line light rail connects southern suburbs through Uptown to UNC Charlotte. Backed by nationally recognized healthcare networks, including Atrium Health and Novant Health, alongside exceptional educational institutions, the Charlotte region is an unbeatable place to advance your career, raise a family, and thrive.



Kyo H Nam Photography

SALARY, BENEFITS & WORK ENVIRONMENT

- **Salary:** Base salary of $200,000 and up, commensurate with qualifications and experience.
- **Bene ts Package:** Comprehensive benefits including health, dental, and vision insurance; enrollment in the North Carolina Local Governmental Employees' Retirement System (NC LGERS), 401(k), and flexible benefit programs. Learn more about their benefits here. Executive benefits negotiated.
- **Hybrid Work Option:** One of Centralina's greatest strengths is its flexible and supportive work environment. Employees are encouraged to maintain a healthy work-life balance, and workplace flexibility is consistently recognized as one of the most valued benefits of working there. Employees may request the option to work outside of the Centralina office at their home on a set day or days of the week via an established and approved work schedule.
- **Work Culture:** Centralina prides itself on providing an inclusive, creative, and supportive work cul-ture that emphasizes collaboration and staff empowerment.
- **Residency:** Residency within the Centralina nine-county region is expected within a negotiated timeframe.

HOW TO APPLY

To apply, please visit the Developmental Associates Application Portal and select **Executive Director – Centralina Regional Council**. If accessing through the portal, click the green "**Apply**" button in the upper-right corner.

Note: All application materials (including cover letter and resume) must be submitted via the Developmental Associates portal—not through Centralina's direct site or third-party job boards.

- **Application Deadline:** November 11, 2026
- **Virtual Skill Assessments & Interviews:** December 15-16, 2026 (*Semi-finalists are asked to reserve these dates*)
- **Direct Inquiries:** hiring@developmentalassociates.com

To learn more about the selection process, visit Developmental Associates Client Openings and scroll to "Important Information for Applicants."

Centralina Regional Council is an Equal Opportunity Employer. Recruitment and selection are managed by Developmental Associates, LLC.