



PERSON COUNTY, NC

Invites Your Interest in the Position of

COUNTY MANAGER



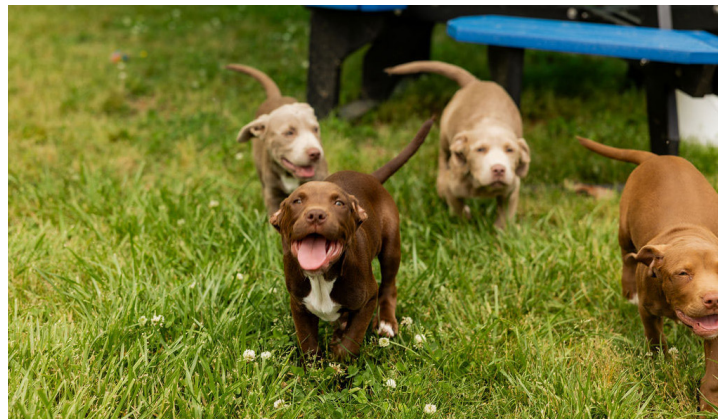


*Applicants should apply by **November 9, 2026***

Person County is seeking a strategic, collaborative, and effective leader to serve as its next County Manager. This executive leadership opportunity offers an experienced local government professional the opportunity to lead a strong organization, work closely with an engaged and committed Board of Commissioners, strengthen partnerships throughout the community, and help shape the County's future. The County Manager will provide strategic organizational leadership, ensure the effective delivery of County Services, and translate the Board's goals into action while supporting sound, responsive and accountable county government.

Position Overview:

- **Annual County Budget:** [\\$88.6 million FY 2027 adopted budget](#)
- **County Workforce:** Oversees a workforce of 454 full-time employees and 193 part-time employees
- **Direct Reports:** Currently there are 14 positions: the Assistant County Manager, Clerk to the Board, Tax Administrator, Finance Director, IT Director, HR Director, General Services Director, Economic Development Director, Inspections Director, Planning/Zoning Director, GIS Director, Emergency Services Director, Public Information Officer, and Health Director. Person County has a total of 28 departments, and this direct report structure may change at the discretion of the County Manager.
- **Governance & Oversight:** Reports directly to the five-member Board of County Commissioners while working closely with County staff, community partners, and residents.



*Person County's community spirit shines through the annual Farm-City Week celebration (left), which connects farmers, families, and business leaders, and Dog Day Out (right), which gives adoptable dogs a chance to explore beyond the kennel and connect with potential adopters. The next **County Manager** will help support the programs, partnerships, and community services that enrich lives across Person County.*

Cover photos (from top, clockwise): Person County's historic courthouse stands at the heart of Roxboro, while the festive lights of Hyco Lake and the connections shared among residents reflect the area's rich heritage, welcoming spirit, and strong sense of place.

About the Community:

Located in North Carolina's northern Piedmont, Person County offers its nearly 41,000 residents a distinctive blend of rolling hills, farmland, forests, lakes, and rural character, while providing convenient access to the economic and cultural opportunities of the Triangle. Roxboro, the county seat, offers a charming uptown area with local shops, restaurants, historic sites, and year-round community events.

Outdoor recreation is a defining part of life in Person County. The County is home to Hyco and Mayo lakes, offering opportunities for boating, fishing, hiking, camping, and enjoying the outdoors. [Mayo Lake Park](#) includes cabins, camping, hiking trails, paddle craft rentals, and an 18-hole disc golf course, while [Hyco Lake Park](#) features more than 3,750 acres of water, nature trails, bird watching, pickleball, and other recreational opportunities.

The community also offers a strong connection to its history, arts, and local culture, with attractions including the [Person County Museum of History](#), [Kirby Cultural Arts Center and Gallery](#), local wineries, community festivals, farmers markets, and a variety of parks and recreational facilities. Person County is home to North Carolina's oldest county recreation department, with programs dating to the 1940s and full County funding beginning in 1961. Today, [Recreation, Arts & Parks](#) provides a wide range of athletic, cultural, community, and outdoor programs throughout the County.



Person County's small-town charm and rural character are complemented by a vibrant community life and abundant outdoor recreation. Community festivals (top), family-friendly parks (middle), and the scenic waters of Hyco Lake (below) reflect the local culture, strong community ties, and recreational opportunities that make Person County a special place to call home.



About the Organization, Department and Position:

Person County is entering an important period of economic development and investment. The next **County Manager** will play a key role in guiding the organization through this period. The County is focused on strengthening its tax base, addressing long-term capital needs, and preserving the rural character and quality of life that define the community, while navigating potential development surrounding Microsoft's 1,385-acre data center site, continued development of the Person County Airport, and the proposed Person County Multimodal Rail Trail. Major investment proposed from Duke Energy (who has been here since 1965), Enbridge and other advanced manufacturing investments and expansions are taking place that further demonstrates a priority to continue preservation of the County's history and community culture.

The **County Manager** will be a key partner to the Board of Commissioners, providing executive leadership and professional management of County operations. The Manager will work across the organization to support effective decision-making, strong communication, accountability, and alignment of staffing and resources with Board priorities. With Board elections taking place in November, the next **County Manager** will have the opportunity to build relationships with the incoming Board and help establish a strong, cohesive partnership between the Board and County staff.

The **County Manager** is responsible for:

- **Providing executive leadership and professional management of County operations.**
- **Supporting department heads and employees** and fostering effective communication, accountability, and collaboration throughout the organization.
- **Working with the Board, County staff, community partners, and residents** to advance County priorities and support the effective management of County resources.

Person County's vision is to be a "safe, thriving, and diverse community where people come to live, work, learn, play, serve, and grow." Guided by the values of Community, Professionalism, Transparency, Opportunity, and Stewardship, the next **County Manager** will provide the leadership needed to advance this vision while building on the County's strong organizational culture and planning for its future.

The Person County Airport represents an opportunity for continued economic growth. The next **County Manager** will play a key leadership role in guiding airport development and advancing the County's economic development priorities.



Key Position Priorities:

- **Executive Leadership:** Build a strong, collaborative relationship with the Board, foster a cohesive governing body, establish clear boundaries between elected officials and staff, and help commissioners understand their roles and responsibilities.
- **Financial Management & Budget:** Work with the Board to align staffing, resources, and the budget with Board priorities, realistic service levels, and tax objectives.
- **Staff Leadership & Organizational Culture:** Build on a culture of engagement, trust, transparency, and leadership empowerment by supporting and developing department heads and employees, respecting their expertise, and fostering accountability.
- **Economic Development:** Lead economic development efforts, build relationships with state and federal leaders and community partners, balance growth and development with Person County's rural character, and strengthen the County's economic development capacity, including filling the Economic Development Director position during the first year.
- **Capital Planning & Investment:** Conduct a comprehensive assessment of County facility needs and develop and implement a 5-, 10-, and 15-year capital needs and spending plan addressing facility upgrades, renovations, replacements, infrastructure, and other long-term capital needs.

Minimum and Preferred Qualifications:

- A bachelor's degree in public administration, business administration, or a closely related field.
 - **Note:** A master's degree in public administration (MPA), business administration (MBA), or a related field is *strongly preferred*.
- Five to seven (5-7) years of progressively responsible experience in county or municipal government administration, including experience serving as an assistant county/municipal manager, manager, or in a comparable senior management role such as a department head of in an equally sized or larger organization.
- Demonstrated government financial management experience.
- Strongly prefer experience in economic development, with a demonstrated record of verifiable successes.
- Strongly prefer experience working in or with a rural community, including an understanding of the opportunities and challenges associated with rural economic development.
- International City/County Management Association (ICMA) Certification preferred.

Please note: Residency within Person County is required for this position and the timeline will be negotiated at time of hire.



LP Building Solutions supports local jobs and economic growth, and the next **County Manager** will help strengthen the tax base while preserving Person County's rural character and quality of life.

Salary and Benefits:

- **Hiring Range:** \$139,465 - \$178,711. Maximum of range is \$217,956 (Starting salary depends on qualifications and experience.)
- **Benefits:** Person County provides a [comprehensive benefits package](#), including:
 - Health, Dental & Vision Insurance
 - Participation in the N.C. Local Governmental Employees' Retirement System, plus an Empower 401(k) plan with a 5% County contribution.
 - Life Insurance
 - Paid Leave
 - Tuition reimbursement, longevity pay, merit increases, and certification incentives.
 - Wellness programs, including low-cost gym membership and structured walking and workout programs, plus up to 24 hours of paid volunteer leave annually.

How to Apply:

Please visit <https://www.governmentjobs.com/careers/developmentalassociates>, and click on the **County Manager, Person 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:** **November 9, 2026.**
- **Hiring Process Schedule:** Successful semi-finalists will be invited to participate in virtual interviews and skill evaluations on **December 1-2, 2026**. On-site interviews will be conducted on December 4, 2026 with the board. Decisions will be made in a December 7th meeting. These dates are fixed. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Questions? Direct all inquiries to hiring@developmentalassociates.com.



From cows grazing in open fields to local restaurants and shops in uptown Roxboro, Person County blends rural character and agricultural heritage with small-town charm and a variety of things to see, do, and enjoy.



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.”