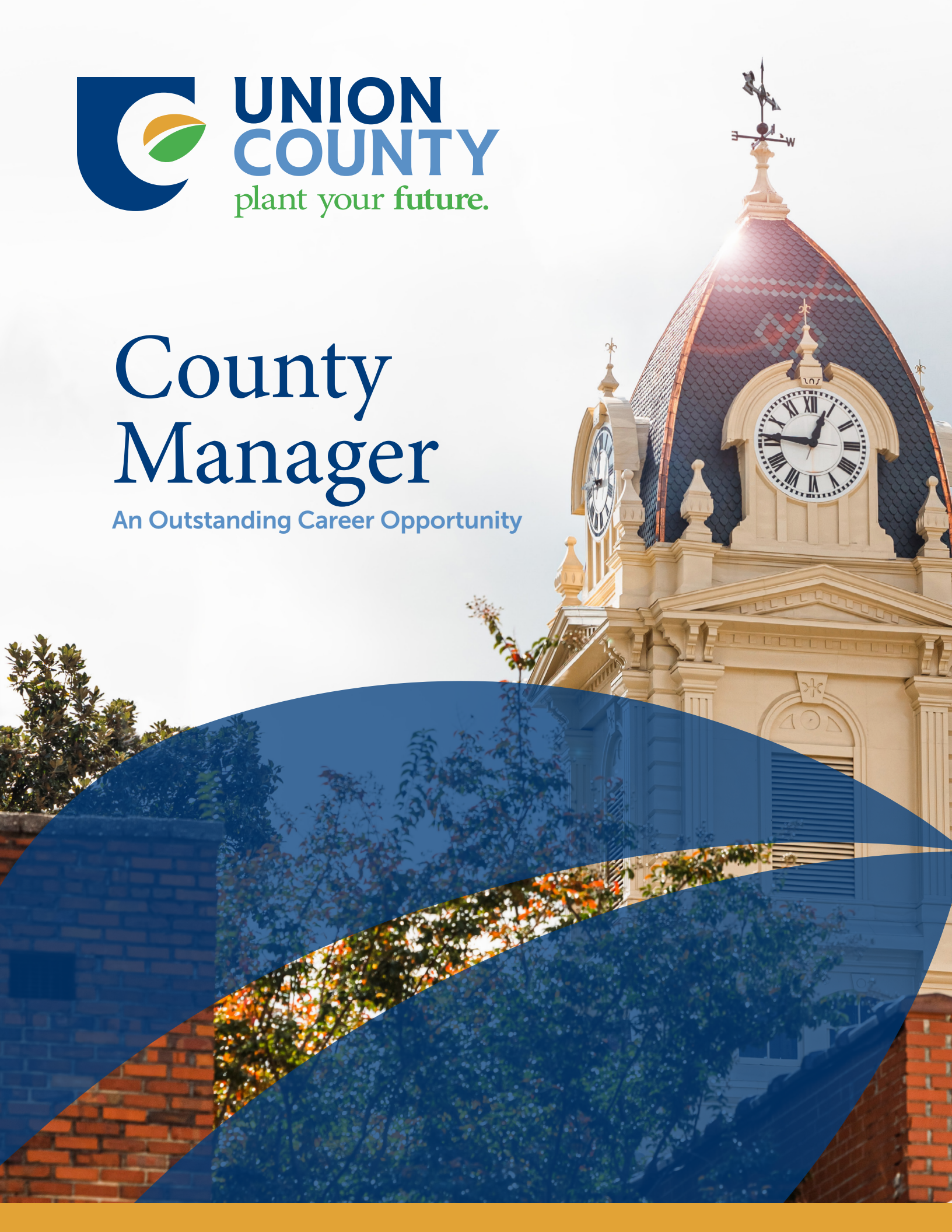




# County Manager

An Outstanding Career Opportunity





For those who value deep roots and enjoy some elbow room, Union County NC, where the productive, scenic Southern Piedmont greets the Charlotte metro, celebrates an independent spirit, cultivates knowledge, and invigorates hard work so generations enjoy the lifestyle they prefer and take opportunities to new heights.

## The Opportunity

This is an outstanding opportunity to grow your future with one of the fastest-growing, charming, and most beautiful counties in North Carolina. Union County is seeking an experienced, highly-skilled servant leader with a “can-do” spirit, eager to contribute their creative and insightful experience to help shape the future of this unique and special County as the next County Manager. The ideal candidate will be a business-minded individual who is innovative, approachable, understands the importance of building consensus, has strong people and communication skills, and a proven track record of delivering quality results and sustaining a 24/7 culture of respect/dignity.

The County Manager is an at-will contractual position appointed by, and reporting directly to, the Board of County Commissioners. The County Manager serves as the administrative head of County Government to direct and supervise the administration of all County departments and agencies under the general control and direction of the Board of County Commissioners. The County Manager interacts actively with community partners, municipal leaders, the Board of County Commissioners, Sheriff, Register of Deeds, Board of Elections and other stakeholders in local government to ensure the ongoing planning for Union County’s future is thoughtfully achieved with a highly inclusive and collaborative process. The County Manager will work to improve County services and the quality of life of the people who live and work in Union County by offering visionary leadership to support the development and management of projects and partnerships designed to enhance economic growth, protect the environment and strengthen communities.





## Union County

Established in 1842, Union County is among the fastest-growing counties in one of the fastest-growing states for the past two decades. Situated just southeast of the City of Charlotte, Union County is where the productive, scenic Southern Piedmont greets the Charlotte metro, offering a unique blend of rural and metropolitan lifestyles. The primary factors contributing to the County's economic growth are agriculture, business, and commercial development. Families and businesses choose Union County for all the amenities of a big city, but with the southern charm of a small county. The population is about 248,000 with approximately 643 square miles of land.

The area offers the beauty of four seasons, along with moderate weather that makes the County a very attractive place to live, work, and raise a family. Excellent schools and high-quality healthcare, along with the County's convenient location between the Great Smoky Mountains and the pristine Carolina beaches, continue to attract individuals and businesses to this area.

Union County consists of 14 municipalities, each with its own distinctive character. Monroe is the charming county seat with an 1886 Victorian Italianate courthouse and quaint downtown surrounded by stately homes and tree-lined streets. Monroe's downtown is home to city and county government offices, a thriving legal community, specialty shops, and restaurants. Union County is blessed with expansive available land, a CSX main rail line, the Charlotte-Monroe Executive Airport, and easy access through a new expressway corridor to Charlotte's interstate system and Charlotte-Douglas International Airport.

Recreational activities abound in Union County. Athletic organizations throughout the County offer activities for children and adults alike. The largest recreation facility is the County-owned Cane Creek Park, with 1,050 acres of land surrounding a 350-acre trophy bass lake. With its close proximity to Greater Charlotte, a host of additional recreational and cultural activities are available for Union County residents.

## Governance

The Board of County Commissioners is the chief policy-making body of Union County. The five-member Board is elected at-large with four-year staggered terms. The County Manager is appointed by Commissioners to manage the day-to-day operations and oversight of 36 departments, more than 1,500 employees, and a \$510 million budget for FY 2023. The management team includes two Assistant County Managers and one Deputy County Manager committed to serving the residents and businesses in Union County with outstanding service. View the County's [organizational chart](#) for additional detail.

## The Ideal Candidate

The ideal candidate will be a decisive, servant style leader with a strong grasp of local government finance, budgeting, and water/sewer operations and administration. With broad experience negotiating the politics of local governance, the successful candidate will be a champion of inclusive, transparent and customer service-oriented government. The ideal candidate will lead by example and rapidly establish credibility and respect within and outside the organization. Passionate about public service, the ideal candidate will continue to instill within the organization and build upon a spirit of continuous quality improvement, accountability, and uncompromising integrity.

The ideal candidate will be able to connect and communicate with all levels of the organization and the community, and will be a confident and accomplished negotiator able to quickly assess options and offer "win-win" solutions. The successful candidate will act as a consensus builder and creative problem solver, and will maintain active involvement in a variety of community and professional groups where s/he will identify and share up-to-date best practices and lessons learned. The ideal candidate must have a proven track record and reputation for maintaining a constructive relationship with the Board and communities that Union County supports and serves.

## Residency Requirement

The County Manager will be required to live in Union County.

## Compensation and Benefits

The annual salary range for the County Manager is up to \$276,067 dependent upon experience, qualifications, and professional achievement. The Board of County Commissioners will negotiate a mutually agreeable employment contract with the selected candidate, including relocation assistance.

The County offers an excellent benefit package that is detailed [here](#). Additionally, this position offers the following:

- Phone: Choice of \$45 per month phone allowance or County-issued device
- Travel Allowance: \$600 per month

## Selection Process

Candidates are encouraged to apply by completing an application package on the [Union County jobs website](#), including submittal of a comprehensive resume, cover letter, current salary, and at least three work-related references. **Please apply online with the requested information by February 3, 2023.** A review of resumes will begin in February.

Only the most highly-qualified candidates will be invited for an interview. The selection process may involve a supplemental questionnaire. References will not be contacted until mutual interest has been established. It is anticipated that the newly-selected County Manager will join Union County by May 2023 or at a mutually agreeable date. Confidential inquiries are welcome to Julie Broome, Human Resources Director, by calling 704.283.3869 or emailing [julie.broome@unioncountync.gov](mailto:julie.broome@unioncountync.gov).

Please visit [our website](#) for all qualifying experience, education requirements and to apply for this opportunity. For more information about Union County Local Government, visit [unioncountync.gov](http://unioncountync.gov) and [view our recruitment video](#) to learn about our organization values.

***Union County is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this opportunity.***

