



PERSON COUNTY, NC  
INVITES YOUR INTEREST IN THE POSITION OF  
COUNTY MANAGER



# THE COMMUNITY

Person County (est. pop. 39,000) is located on the North Central border of North Carolina, adjacent to Virginia, within a few hours of the beautiful Atlantic beaches and the majestic Blue Ridge Mountains. The County is within an hour's drive of two of the state's major economic centers, the Research Triangle Park (Durham, Chapel Hill, and Raleigh) and the Piedmont Triad (Greensboro, Winston-Salem, and High Point), and a two-hour drive of Richmond, Virginia. The County encompasses 400 square miles and has one incorporated municipality, the City of Roxboro, which was designated as the County seat in 1793, two years after Person County was established. Additionally, there are several unincorporated townships.

While the County is conveniently located near larger metropolitan areas, it has retained its picturesque beauty and local charm, making it a top destination in North Carolina and beyond. Two major attractions are Hyco and Mayo Lakes. Hyco Lake covers 3,750 acres and is located on the northwestern side of the county, and Mayo Lake is a 2,800-acre reservoir in northeastern Person County. Both offer a wide variety of water and land recreational opportunities.

The County has two small mountains, elegant vineyards, craft breweries, a multi-entertainment mega-plex, agri-tours, and nearby attractions, including Roxboro, which has been designated as one of the best motorsports racing destinations in the south. Local museums and a thriving arts community are just a few of the gems to explore.

Person County is home to the oldest county recreation department in North Carolina. With its ever-expanding parks and programs, there are plenty of activities and events for active lifestyles and those who enjoy nature's adventures.

The County offers educational opportunities from early childhood through adult education and is home to an award-winning public charter school recognized in the top 3% of schools in North Carolina.



The County boasts such amenities as a hospital within the world-class Duke LifePoint Healthcare system; a County airport serving businesses and executive travelers in the area; and the Uptown Roxboro shopping area with year-round community events, local shops, eateries, and historical sites to explore.

For many years, tobacco was the root of the Person County economy and its only industry.

Over time, copper mining and cotton mills helped to broaden the economy.

Person County has come a long way since its days as part of Tobacco Row and textile production. The Person County Mega Park is a North Carolina Certified Site uniquely served by two electric utilities, ideally suited for industrial partners in need of large water and electricity capacity. The County is home to two Duke Energy power generation plants, which combined with several hundred acres of solar across the county bring Person County's power generation capacity to more than 3,000 MW.

Today, Person County offers a natural environment in a safe, casual community and has substantial opportunities for growth and development. Its variety of services and activities, along with the spacious land, natural beauty, and small-town charm, makes Person County an attractive area for its present and future residents and visitors.

## THE AGENCY

Person County functions under a Board of Commissioners – County Manager form of government. The Board of Commissioners consists of five members, with each member of the Board elected for a four-year term. The Board members elect their own Chairman and Vice Chairman annually.

The Person County Board of County Commissioners is the policy-making and legislative authority for the County, responsible for adopting the annual budget, establishing the tax rate, approving zoning and planning issues, and other matters related to the health, welfare, and safety of citizens. The Board sets policy that provides services necessary for sound, progressive growth to meet the needs of its citizens, impacting land use planning, recreation, waste disposal, recycling, the library, emergency and

law enforcement response, and many other county services. The Board solicits volunteers' input through its many advisory boards and committees. The Board must adopt a balanced budget each year and plays a key role in funding educational facilities at the K-12 and community college levels, even though education policies are determined by the Person County Board of Education and the Piedmont Community College Board of Trustees.

The Board's current priorities include improving the County's Economic Development process; improving broadband connectivity; maintaining tax rates; supporting the County's local general aviation airport; and improving school facilities.

The County Manager is appointed by and serves at the pleasure of the Board as the top executive officer of the County. Person County employs approximately 400 full-time and 250 part-time/seasonal employees across 23 departments. The County's FY2022 total budget is \$78,655,261, including a General Fund of \$66,460,497.

## THE POSITION

The County Manager's Office is responsible for carrying out the goals and directives of the Board of Commissioners, implementing the policies of the Board of Commissioners, collaboratively managing the various County departments, and providing oversight of the day-to-day operations of County Government, including delivery of services, hiring subordinate department managers, and developing and monitoring an annual operating budget. The County Manager represents the County at community functions, responds to inquiries, resolves conflicts, and strengthens partnerships.

The successful candidate will have demonstrated ability to position the County for continued and future success by identifying new opportunities and developing or improving services. The County Manager is expected to:

- Make decisions based on the health, welfare, and success of the County;
- Inspire individual and organizational excellence;
- Present complex information in a clear manner to diverse audiences;
- Establish and maintain strong and trusting partnerships;
- Formulate objectives and priorities and implement plans consistent with goals;



- Communicate a clear and compelling vision that provides employees with a sense of direction and solicits broad support from key stakeholders;
- Understand the wider economic, social, and political costs and benefits of an action;
- Encourage new ideas and innovations;
- Plan and think strategically;
- Leverage technology to enhance customer service and operating efficiency;
- Develop networks and build alliances;
- Negotiate to achieve consensus and common goals;
- Communicate effectively with the media and cultivate a strong image for the County.

Objectives and goals for the County Manager include:

- Present an FY2023 recommended Capital Improvement Plan and a balanced budget;
- Implement the Board's strategic plan initiatives;
- Implement an ARP funding plan;
- Oversee implementation of the comprehensive land use plan and improvements in the permitting process;
- Implement new debt policies and a debt model for school improvements.

Person County seeks a strong leader who is innovative, strategic, an excellent communicator, and committed to public service as the next County Manager.

Communicating effectively with employees, the Board, partners, and the media is an essential and important function of the County Manager.

Desired strengths include financial management and budgeting skills, revenue forecasting, and long-range planning to maintain the County's solid financial position. Familiarity with K-12 public education and community colleges is important as a portion of the County's property tax goes for funding education, and the County is responsible for the funding of construction and maintenance of K-12 and community college facilities.

The County Manager is expected to exhibit good stewardship of the County's resources. An ability to think ahead and prepare the County for short- and long-term growth, maintain and expand services and facilities required to accommodate further growth, and ensure the continued improvement of customer services is important.

A dynamic, approachable leader who has an innovative, collaborative management style and exceptional interpersonal and communication skills is needed. Must be diplomatic, politically astute, apolitical, and be able to work effectively with the Board and other governmental officials, including city/state/federal agencies, as well as many external agencies. The ideal candidate will be a compassionate, confident manager who motivates and mentors staff and emphasizes a culture of providing exceptional customer service.

The position is open due to the County Manager resigning to pursue other opportunities after serving in the position for nearly fourteen (14) years.

Requirements include a master's degree in public administration, business administration, or a related field supplemented by six (6) years of progressively responsible senior administrative work experience, including managing multiple programs/departments, staff, and budgets; or an equivalent combination of education, training, and experience.



The ideal candidate will also have knowledge of and experience in capital improvements, community relations, organizational change, strategic planning and implementation efforts, budget management, human resources, and project management. Residency within the County is required.

## COMPENSATION

Starting salary will be competitive and negotiable based on the qualifications and experience of the individual selected. The County offers an excellent benefits package.

## TO APPLY

If interested in this outstanding opportunity, visit our website at [www.srnsearch.com](http://www.srnsearch.com) and apply online. First review of resumes will take place on July 18, 2022; position is open until filled. Resumes will be screened according to the qualifications outlined above. Screening interviews with the most qualified applicants will be conducted by S. Renée Narloch & Associates to determine a select group of finalist candidates who will be asked to provide references; references will be contacted only following candidate consent. Final interviews will be held with Person County. Candidates will be advised of the status of the recruitment following the selection of the County Manager.

Questions regarding this recruitment may be directed to:

Ms. S. Renée Narloch

S. Renée Narloch & Associates

[info@srnsearch.com](mailto:info@srnsearch.com) | 850.391.0000

Person County is an Equal Opportunity Employer.



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