



TOWN OF LAKE LURE, NC
INVITES YOUR INTEREST IN THE POSITION OF
TOWN MANAGER

THE COMMUNITY

Located in western North Carolina, Lake Lure (est. pop. 1,200) sits in the heart of Hickory Nut Gorge, only 30 miles east of Asheville and 55 miles north of Greenville, SC. The Rocky Broad River winds its way through a series of rapids down through Hickory Nut Gorge, and the crystal clear water flows through the valley that feeds Lake Lure.

The Town encompasses 13.2 square miles, including a 720-acre lake with a large central body of deep water, three long bays, an island of seven acres, and many small bays and inlets with picturesque backgrounds of forest-clad hills and mountains. The Town has a permanent population of approximately 1,200, with an in-season population of over 12,000.

Lake Lure was incorporated in 1927, and, in 1965, the Town acquired the lake along with its dam and hydroelectric plant. The dam's power plant began operations in 1928 with the sale of electricity under a 10-year contract to Blue Ridge Power Co., a local predecessor of Duke Power. Today, the town continues to sell electricity to Duke Energy, although profits from the dam now come second to maintaining a fixed water level year-round.

The Town has been a favorite of locals and visitors for many decades and has since become a destination for tourists worldwide. The Town offers quite a few extras, including 27 miles of lake shoreline, a beach area, marina, municipal golf course, community center, and a visitor center. Whether you prefer boating, fishing, skiing, paddleboarding, kayaking, canoeing, boat tours, dinner cruise, lakeview tours, swimming, golfing, or hiking, among others, Lake Lure has something to offer everyone. Lake Lure has been named as one of the Best Mountain Lake Getaway in the Carolinas.

Lake Lure has often been used as a filming location for films including *Dirty Dancing* and *The Last of the Mohicans*.

Celebrating its 12th year, Lake Lure Classical Academy is a Kindergarten through 12th-grade



tuition-free public charter school and distance learning option that is open to all North Carolina students. The Academy offers free bus transportation and has over 500 students attending from across four counties.

THE AGENCY

The Town of Lake Lure operates under the council-manager form of government. The original town charter was revised in 1987 upon ratification by the North Carolina General Assembly and currently defines the governing body as the Board of Commissioners, also known as the Town Council.

The Town Council has four members and a mayor. Members of the Town Council are elected to four-year staggered terms, with two members elected in each odd-numbered year. The Mayor is elected to a two-year term and presides at Council Meetings. A Mayor Pro-tem is selected by the Council and presides in the Mayor's absence. The Mayor can vote on matters before the Town Council only when there is a split vote. The Town Council passes ordinances, adopts the annual budget, and appoints citizens to numerous boards, commissions, and committees to assist with the work of governing the town. The Town Council also selects and appoints a Town Manager, Town Attorney, Town Auditor, Town Clerk, and Finance Director.

The Town Manager oversees the administration of the day-to-day personnel and operational activities and attends all meetings of the Council. The Town Manager takes part in discussions and makes recommendations to the Council as needed.

The Town is a full-service community that provides police and fire protection, water and sewer service, solid waste, garbage/recycling collection, planning and zoning services, and recreational opportunities. The Town also owns and operates the dam and a hydroelectric plant which have extensive, comprehensive improvements underway.

The Town has 38 employees and an approved FY2022 total budget of \$10.8 million, including a General Fund of \$8.7 million.

THE POSITION

The Town Manager is responsible to the Town Council for administering all municipal affairs placed in his/her charge. Duties and responsibilities of the Town Manager include, but are not limited to, the following:

- Appoints and, and when necessary, suspends or removes town employees in accordance with general personnel rules, regulations, policies, or ordinances, as Town Council may adopt.
- Directs and supervises the administration of all departments, offices, and agencies of the town, subject to the general direction and control of the Town Council, except as otherwise provided by law.
- Attends meetings of Town Council and recommends any measures that he/she deems expedient to Town Council.
- Ensures laws of the State, the town charter, and the ordinances, resolutions, and regulations of the Town Council are faithfully executed within the Town.
- Oversees preparation of the annual budget and capital program for the Town Council.
- Submits to the Town Council and makes available to the public a complete report on the finances and administrative activities of the town as of the end of the fiscal year.
- Makes any other reports that the Town Council may require concerning the operations of town departments, offices, and agencies subject to his direction and control.
- With the exception of the Town Manager, Town Attorney, Town Clerk, and Finance Director who are appointed by and serve at the pleasure of Town Council, all other employees are appointed by and serve at the pleasure of the Town Manager. For day-to-day reporting purposes, the Town Council prefers the Finance Director and Town Clerk report to the Town Manager.
- In addition to overseeing administrative functions of town operations, the Town Manager supervises the following departments through Department Directors/Chiefs; Community Development; Dam & Hydroelectric; Finance; Fire; Police; Parks, Recreation and Lake; and Public Works (Water, Sewer, Streets, Garbage Collection).
- Other relevant duties, as assigned.



IDEAL CANDIDATE

The Town is seeking a professional, experienced administrator who is knowledgeable in local government. The Town Manager will be a working manager who leads by example and sets expectations with accountability. Must be solutions-oriented and innovative.

An approachable, accessible leader who empowers, supports, and develops staff with a coaching/mentoring leadership style is needed. Must be an advocate for staff, promote training, and have the ability to influence the agency's overall culture and morale.

The ideal candidate for Town Manager will be transparent, inclusive, collaborative, and willing and able to offer recommendations when needed. The Town Manager will create and influence relationships to build rapport and trust with the community and stakeholders, including participation in community activities and civic engagement.

The selected candidate will be professional, accountable, honest, and a person of integrity. Must be decisive, detail-oriented, and flexible.

The new Town Manager will take a fresh look at the agency to assess its overall effectiveness and bring it forward where needed. A sound approach to performance management, best practices, and strategic planning is important.

The Town Manager will spearhead and manage many complex projects, and, therefore, will need to be a visionary who can guide the Town through major, lengthy infrastructure improvements. Candidates should have exceptional time

management, project management, and contract negotiation skills.

Must be politically astute while understanding the importance of remaining apolitical. The ideal candidate should be well versed in municipal management and Board relations.

Must have a proven ability to build strong relationships with stakeholders including the community, staff, elected officials, regulatory and other agencies, as well as local, state, and federal agencies.

Requirements include a Bachelor's degree in Public or Business Administration or a closely related field, along with six (6) years of executive-level experience, preferably in municipal government, or an equivalent combination of training and experience. Experience with project management, major infrastructure improvements, utilities, budgets, grants, strategic planning, and performance management is needed.

For more information on the Town of Lake Lure, visit www.townoflakelure.com.



COMPENSATION

The starting salary is open, dependent upon qualifications, and accompanied by an excellent benefits package.

TO APPLY

If interested in this outstanding opportunity, visit our website at www.srnsearch.com and apply online. The first review of resumes will take place on November 18, 2021; 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 the Town of Lake Lure. Candidates will be advised of the status of the recruitment following the selection of the Town Manager.

Questions may be directed to:

S. Renée Narloch & Associates
info@srnsearch.com | 850.391.0000
www.srnsearch.com

The Town of Lake Lure is an Equal Opportunity Employer.

