Mid-Carolina Council of Governments
Executive Director Position Profile

The Mid-Carolina Council of Governments (MCCOG) is seeking a seasoned professional to lead the regional agency serving Cumberland, Harnett and Sampson Counties as well as the twenty-one cities and towns in those counties. This vibrant region is home to well over 500,000 people. The Council of Governments offices are located in Downtown Fayetteville, NC. The MCCOG houses the Area Agency on Aging and the Rural Planning Organization in addition to the other planning services provided.
The Region

Mid-Carolina Council of Governments is in the center of the dynamic and growing state of North Carolina. Located not too far from beaches and mountains, it boasts an attractive quality of life. The region is within a day’s drive of three quarters of the nation’s population. The three-county area has a rich mix of urban, suburban and rural environments. The major city in the region, Fayetteville, is long known for hosting Fort Bragg, one of the largest army bases in the world. The region’s strategic location along the I-95 corridor makes it a prime location for industrial growth. It is benefiting from the revitalization of Downtown Fayetteville and its attraction for entertainment and a growing restaurant scene. There is great excitement over the recent opening of a state of the art $40 million minor league baseball stadium in the center of downtown.

In addition to this urban setting, there are beautiful natural environments which offer terrific recreational opportunities. Parts of the region are experiencing growth pressures from the Research Triangle and the expansion of its freeway system into the region. The region’s population is approximately 550,000 and is continuing the positive growth it has experienced over the past several decades. Long known as a great place to raise a family, it is also beginning to attract younger adults looking for an affordable yet dynamic setting. The Region is a diverse community spanning all age groups, races and ethnic backgrounds. There are numerous universities, colleges and technical schools.
The Organization

During 2019, a consultant study commissioned by the Board of Directors led to a recommitment to the success of the MCCOG. Regional Council Board members have a strong interest in an expansion of the services which are provided and more active participation in regional cooperative efforts. The hiring of an outstanding Executive is one of their very highest priorities. This is an opportunity for a skilled professional to share in this exciting time for the region.

The Position

The Executive Director serves as the leader and manager for organization. The Director has responsibility for staffing decisions, budget development and execution and managing the operations. The position is appointed by the Board of Directors which will annually set goals which will be the basis for the Director’s evaluation. He or she will direct the development of staff recommendations for consideration of the Board. The new Director will be expected to aggressively work to expand the services provided and seek additional funding to support service delivery.
Desired Qualifications

The Regional Council is looking for a candidate with outstanding leadership, management, analytical and communication skills. A master’s degree in Planning, Public Administration or a related field is preferred with at least five years of management experience. Three additional years of management experience with a bachelor’s degree can substitute for a master’s degree. Professional planning recognition through the American Institute of Certified Planners is desirable but not required.

The candidate must be able to show previous positive leadership experience in a role of significant responsibility as well as skill as a manager of professional employees. He or she also needs to demonstrate excellent written and oral communication ability, including skill in presenting to large and small groups. Further, the ability to analyze complex situations and develop thoughtful and appropriate recommendations is a must. The new Director will also be a good listener and understand others’ perspectives.

The Regional Council is looking for someone who can effectively engage with the member local governments and develop services and programs to meet their needs. The successful candidate will be familiar with the type services provided by regions, knowledgeable about the grants available to fund services and skilled in the grant application and administration process.

The next Executive Director will be a high energy and personable leader. He or she will be a participatory manager who can guide, coach and encourage the staff to achieve outstanding performance and can establish clear expectations and ensure accountability.

The selected individual will have a passion and commitment to public service and a desire to work hard to improve the region. He or she will be able to relate to elected officials and appointed board members as well as a diverse population and understand and be responsive to their needs and interests. Working in collaboration with internal and external stakeholders is crucial to the success of this position.
He or she will also understand the public budgeting process and be capable of developing annual department budgets for the Board of Director’s consideration.

**Compensation**

The successful candidate will be offered a highly competitive package of salary and benefits. The starting salary will be $115,000 to $140,000, with annual performance based pay increases. The package will include fully paid health, dental, vision, life and disability insurance, employer contribution to the NC Local Government Employee Retirement System and up to one percent employer match to a 401(k) retirement account.

**To Apply**

Interested individuals should email a resume and cover letter to Jim Bourey at: Jim.bourey@mcgillassociates.com Only electronic submittals will be accepted.

While this position will be open until filled, reviews of the applications will be considered when they are received, and potential candidates must apply by August 30th to be included in the group of potential candidates that will be forwarded to the Selection Committee for consideration to move forward in the process.