



The **City of Rocky Mount, NC** is seeking a seasoned, assertive and visionary consensus builder to be their next **City Manager**. With the ability to lead competent staff and work effectively within the Council-Manager form of government, the successful manager has a track record of partnering and collaborating with staff, community, regional partners and the Council to carry out the strategic priorities of the community. The position is open due to the retirement of their long-time manager, Charles Penny, who has earned local, state and regional accolades during his thirty-plus years of service. He is a former Vice-President of the ICMA Southeast Region. The successful City Manager will work with a very stable and diverse Council that has a record of teamwork. The staff is also diverse, highly experienced, and well-respected.



**The Community:** Celebrating its 150<sup>th</sup> anniversary, and established at the Falls of the Tar River, Rocky Mount prides itself on being a leading cultural, economic, and education center of Eastern North Carolina. This city of over 60,000 lies in two counties, Nash and Edgecombe and is home to NC Wesleyan College as well as Nash and Edgecombe Community Colleges. With lovely parks and greenways, a jewel of the

City is the Imperial Center for the Arts and Sciences creatively and lovingly renovated from an abandoned Atlantic Coast Line Railroad water tank and pump house. The city is served by three major highways: I-95 to its west US 64 (Future 87) as its main east-west corridor and US 301 (Wesleyan Boulevard) as its main north-south corridor. The City has easy access to Raleigh (55 miles) and the Research Triangle. It is also a two-hour drive from Wilmington and the beautiful North Carolina coast. With such easy access to several major highways and Raleigh-Durham International Airport, Rocky Mount is a great place to live and to do business. With its temperate climate and close proximity to both the mountains of North Carolina and Atlantic Ocean beaches, Rocky Mount provides residents the best of both worlds. Additional information about the City is available at <http://www.rockymountnc.gov>.



**Position responsibilities:** Holding a Aa2 bond rating and multiple GFOA budget awards, the 2016-2017 adopted budget is \$210M budget with a \$60M General Fund, a \$90M Electric and a \$20M Gas Fund. The City holds a \$400M debt load. The new City Manager would oversee 12 departments employing 900 FTE employees. In addition to traditional municipal departments, Rocky Mount is an ElectricCity which also has a fixed route transit system, a City library, museum and theater.

Reporting to the Mayor and seven-member Council, the City Manager is a resource and liaison to 15 Council Committees, Commissions, or Boards. Development and implementation of strategic plans, superior financial management, and supporting community and economic development opportunity for all are key priorities of the City Manager's role.

#### **The Successful Candidate is:**

- strategic and innovative regarding areas for growth and redevelopment as the local economy has moved from manufacturing in textiles and furniture to service, technology, entrepreneurial businesses and start-ups;
- is talented at brokering relationships for economic development including new and redevelopment opportunities and has a track record of successful ED ventures;
- adept at constructively advising and providing guidance to City Council;
- a creative thinker in assessing ways to increase revenue and manage expenses while keeping tax rates low;

- skilled at diplomatically engaging with a diversity of stakeholders such as individual citizens, community groups, City Council members, employees, business leaders, regional, state and federal authorities in order to leverage City opportunities and mitigate challenges;
- committed to open and transparent government by proactively seeking opportunities to communicate in multiple forums, encourage citizen input and publicize decisions;
- able to effectively recruit, retain, manage, develop and engage talented staff to deliver excellent customer service to both internal and external customers;
- experienced in developing and managing annual general and capital budgets;
- is resilient in the face of challenges and seeks innovative solutions to problems;
- communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities;
- committed to ensuring opportunities for all residents;
- values accountability and holds high expectations of self and others while also being an effective and respected leader;
- effectively networks with peers in neighboring communities and in municipalities throughout the state.

**Qualifications:** The successful candidate will have a minimum of 10 years increasingly responsible professional experience in local government management at a department head level role or above (assistant manager or manager preferred). A bachelor's degree is required while an MPA or MBA is strongly preferred. Must have proven track record in effective intergovernmental relations, personal community engagement, leading cohesive and strategic change, visionary leadership, and being adept at leading and implementing strategic planning to meet community goals.

**Salary range and Application Process:**

The hiring range is \$160,000-175,000. Base salary will be negotiable based on experience and qualifications. Information about benefits in general can be found at the following [link](#) or by copying and pasting the following link into your browser

([http://www.rockymountnc.gov/departments\\_\\_\\_services/human\\_resources/employee\\_benefits/](http://www.rockymountnc.gov/departments___services/human_resources/employee_benefits/)).

To apply for this position, visit the [Developmental Associates](#) client openings website (<https://www.developmentalassociates.com/client-openings/>) , where you will find links to current openings and information about assessments. All applications must be submitted online via this [portal](#). Resume screening will begin March 30. All applicants are encouraged to apply by March 26, 2017. Semi-Finalists will participate in an [assessment center](#) in Rocky Mount on April 20-21, 2017. *All inquiries* should be emailed to [rockymounthiring@developmentalassociates.com](mailto:rockymounthiring@developmentalassociates.com). The City of Rocky Mount is an Equal Opportunity Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.