



# OUTSTANDING OPPORTUNITY TO SERVE

## THE CITIZENS OF

# ORANGE COUNTY, NORTH CAROLINA

## AS THEIR NEXT

# DIRECTOR OF PLANNING AND INSPECTIONS

### ORANGE COUNTY, NORTH CAROLINA

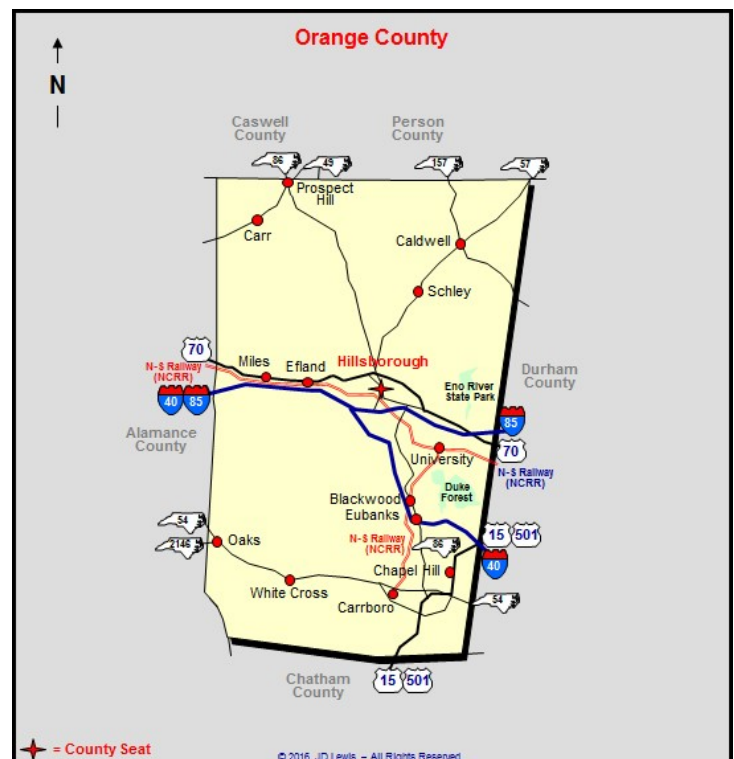
Orange County is located in the north-central portion of North Carolina and is seated in Hillsborough. It is part of the Raleigh/Durham/Chapel Hill Metropolitan Statistical Area, which also includes the world-renowned Research Triangle Park. The combination of strategic location and exceptional quality of life makes Orange County a sought-after place in which to live, work, learn, and play. The County's towns - Carrboro, Chapel Hill, Mebane, and Hillsborough - as well as its rural areas are marked by a stable labor market, well-educated workforce, low unemployment, and diversified employment base. At the heart of Orange County is the University of North Carolina at Chapel Hill which is perennially ranked as one of the nation's best undergraduate and graduate institutions. The County's two public school systems - Chapel Hill-Carrboro and Orange County - rank among the best in the Southeast. The convergence of Interstates 40 and 85 in central Orange County gives the area access to Research Triangle and Piedmont Triad regions. Raleigh-Durham International Airport is fifteen miles east of Chapel Hill, while Piedmont Triad International Airport is about forty miles west of Hillsborough. In addition to solid education and location, Orange County offers a good dose of history - Hillsborough is home to more than one hundred structures dating from the late 18th century to the early 19th century.

### THE COUNTY GOVERNMENT

Orange County operates under a Commissioner-Manager form of government. The governing body is the Board of County Commissioners (Board). The Board formulates policies, adopts the annual budget, and establishes a tax

rate to support County operations and programs. The Board consists of seven commissioners elected on a staggered basis to four-year terms.

The County Manager is appointed by and serves at the pleasure of the Board as the County's Chief Executive Officer and manages the County's daily operations. The County Manager is also responsible to implement policies established by the Board and to administer the annual budget. The County Manager has authority over County department heads and employees including the Director of Planning and Inspections.



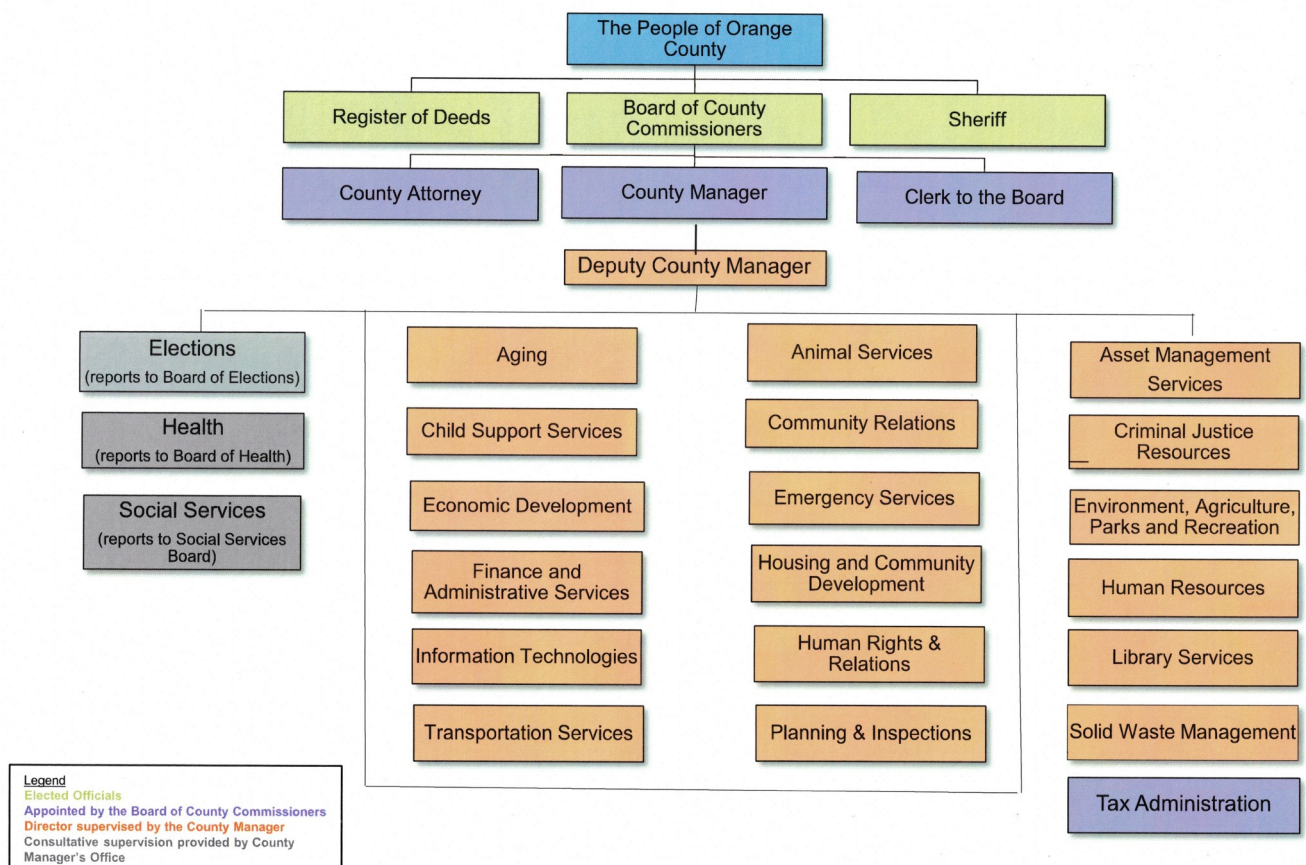
## Orange County Mission Statement

*Orange County exists to provide governmental services requested by our residents or mandated by the State of North Carolina. To provide these quality services efficiently, we must:*

- \* **Serve the Residents of Orange County - Our Residents Come First**
- \* **Depend on the energy, skills and dedication of all our employees and volunteers**
- \* **Treat all our Residents and all our Employees with fairness, respect, and understanding**

**Orange County Residents Come First**

## Orange County Government







#### ABOUT THE PLANING AND INSPECTIONS DEPARTMENT

The Planning and Inspections Department has an authorized staff of thirty-six full-time employees. It is organized into the following divisions: Administration Planning & GIS; Comprehensive Planning; Current Planning & Zoning; Engineering & Stormwater; and Inspections (Inspections includes Building Inspection, Plans Examiner and Property Development).

The Director of Planning and Inspections works under general direction from the County Manager and is responsible to manage the Planning and Inspections Department in the performance of professional planning activities, as well as to ensure that federal and state grant funding is acquired and distributed in compliance with all mandates and regulations. He or she directs, manages and oversees building permits and inspections operations in accordance with the North Carolina State Building Code; zoning and subdivision review/enforcement in accordance with the Orange County Unified Development Ordinance; provides long range planning services and activities to those areas in Orange County lying outside municipal planning jurisdictions; provides transportation/transit planning at the local and regional level; and collaborates and coordinates with municipalities on mutual land use planning matters. The Director is required to lead and participate in the formulation, periodic analysis, and revision of a comprehensive planning program and is responsible for the direction and administration of all planning programs and policies for Orange County. Additionally, the Director provides professional staff support to the County Planning Board and Board of Adjustment.

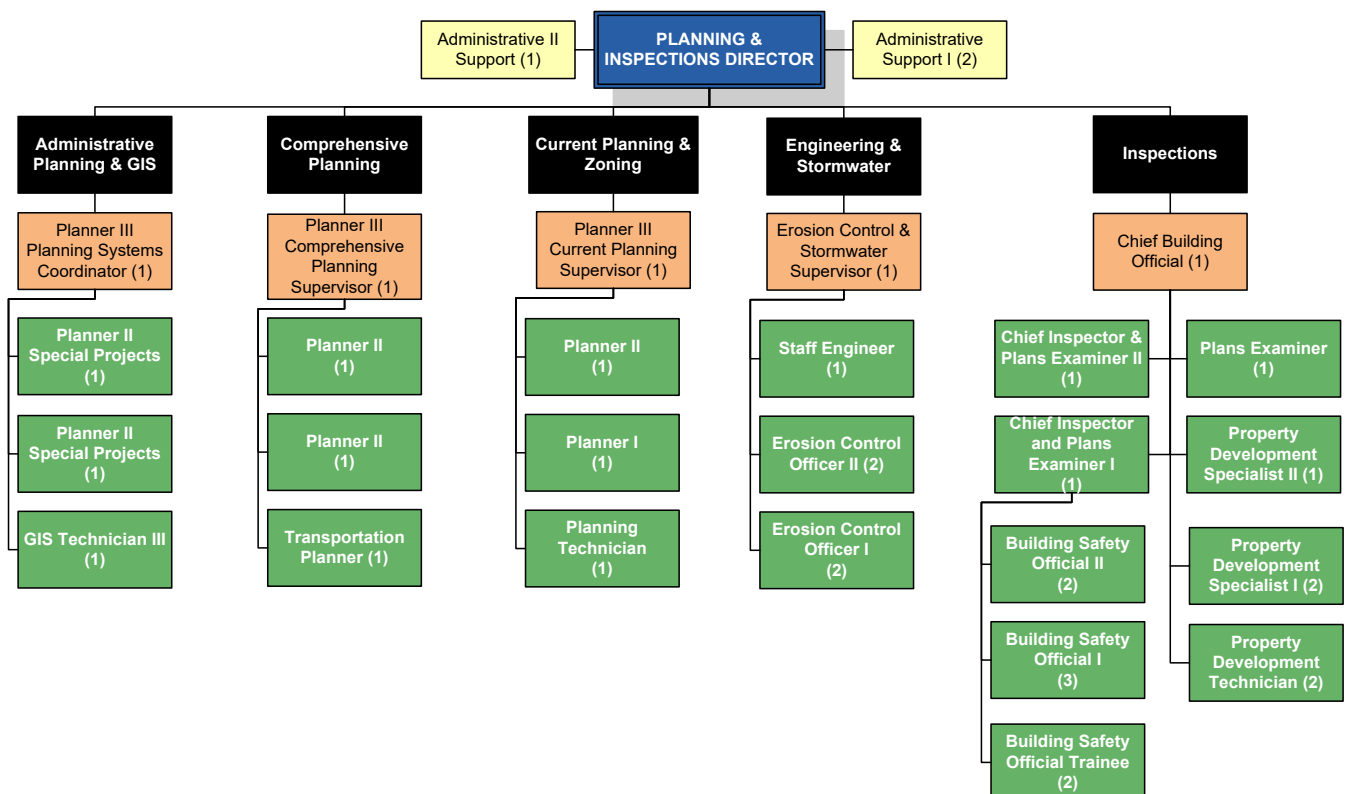


## *Planning and Inspections Department Mission Statement*

- \* The Planning and Inspections Department seeks to serve the residents and businesses of Orange County by implementing adopted land use, environmental, and building policies and standards through a system of regulations to promote stable and quality residential and non-residential economic development.
- \* BOCC Goal Three linkage: Implement planning and economic development policies which create a balanced, dynamic local economy, and which promote diversity, sustainable growth and enhanced revenue while embracing community values. (Also, supports other goals of health, safety and welfare)

## Planning and Inspections Department

36 FTE's





### OPPORTUNITIES FOR THE DIRECTOR

- Update the 2030 Orange County Comprehensive Land Use Plan which was initially approved in 2008 with broad input from the community.
- Champion the identification of new technologies to improve the efficiency of workflow. Fully implement the Land Management Center Permitting System.
- Coordinate with municipal and regional organizations in managing updates to the Orange County Transit Plan and land use issues.
- Propose changes to the Unified Development Ordinance to streamline for clarity and administration.

### THE DIRECTOR OF PLANNING AND INSPECTIONS

Orange County desires to hire an experienced, forward thinking, approachable, creative and team oriented planning professional who brings a verifiable record of accomplishments, and is able to build and improve processes. This astute leader embraces and champions the County's commitment to equity and inclusion and is able to forge strong relationships in the Department, the organization, other agency partners, and leaders in the County.

The Director will be creative and embraces the notion of leading by example, connects with people, encourages and inspires people, inspires cooperation, improves processes, embraces technology, is a great communicator, and is willing and able to listen carefully and empathetically and, when necessary, tactfully addresses issues for the benefit of both the County and the community.

The desired candidate is passionate about setting and maintaining high performance standards, is effective, efficient, and responsive, and is able to delegate with passion, clarity and confidence, trusting the people and processes, while developing individual and collective competence to ensure service excellence.

### BENEFITS AND COMPENSATION

Orange County strives to be an employer of choice in the region and in the State by offering a responsible and competitive compensation package along with an engaging and rewarding work environment and a very competitive benefits package that includes participation in the North Carolina State Retirement System; medical, dental, life, vision insurance; optional life and disability coverage; 401(k) and 457 deferred compensation plans; and paid holidays, annual leave and sick leave. Relocation expenses, cell phone allowance, and vehicle allowance may be a part of the negotiated total reward package upon the selection of a finalist. To learn about Orange County ben-





## TOWNS IN ORANGE COUNTY LOGOS



## REQUIREMENTS

**Requires** graduation from an accredited college or university with a master's degree in Planning, Urban Studies, Environmental Studies, Public Administration, or closely related field AND six (6) years of progressively responsible work experience in local government planning AND three (3) years of work experience serving as an administrative head or deputy/assistant of a planning agency or an equivalent combination of training and experience as defined above. Possession of or ability to readily obtain a valid driver's license issued by the State of North Carolina is required.

*The successful candidate will be:*

- A compassionate and collaborative professional planner who can develop and mentor a capable and professional staff and is comfortable with delegating tasks, sharing information, trusting staff to perform the work, and managing multiple projects concurrently.
- A seasoned planner with experience in providing county level or regional planning, comprehensive and small area plans (land use, subdivision zoning, COG, MPO-transportation & bus transit system, and utility & watershed development as well as providing site plan review and building inspection services.
- A professional planner with the appropriate analytical skills and ability to provide objective recommendations and analysis relating to planning activities and situations and who can manage the work of the Department as requirements change.
- A planner who is cognizant of growth trends and issues and who will provide the necessary support to the County Board of Commissioners and other community organizations as they review both threats and opportunities in the community.
- A technically savvy planner who has background and experience in providing the appropriate technology (examples include Microsoft Suite, GIS mapping, remote workforce concepts, spreadsheets, and financial software). to support the long and short-term planning efforts of the staff and the communities that the Department serves.
- A politically savvy leader who can provide technical advice to County officials, as well as work with the County Planning Board and other local boards and commissions, as required and/or necessary, on their planning and growth needs.
- A strong communicator with a record in developing as well as supporting the needs of a professional planning team and Department.
- A seasoned professional leader who can "hit the ground running".

**TO APPLY:** The position will remain open until filled and the process will move forward immediately upon receipt of an adequate pool of well-qualified applicants. If interested, please email your resume and cover letter with current salary right away to [slavin@bellsouth.net](mailto:slavin@bellsouth.net). For additional information about this job, contact Robert E. Slavin or Barbara Lipscomb at Slavin Management Consultants by phone at (770) 449-4656 or by email at [slavin@bellsouth.net](mailto:slavin@bellsouth.net).



**AN EQUAL OPPORTUNITY RECRUITER/EMPLOYER**

