



Animal Control Director, Cumberland County, NC

With a commitment to high levels of adoption of sheltered animals and balancing the rights of pet owners with public and animal safety, Cumberland County, North Carolina seeks an **Animal Control Director** to direct the Cumberland County Animal Control Department. The Director must both be a diplomat and ambassador for animal services, collaborating with other agencies, nonprofits, and the Public. The potential candidate must also be forward-thinking and willing to implement new programs and practices that go beyond traditional approaches to animal sheltering and enforcement.

The Community:

Cumberland County is a large and growing county in southeastern North Carolina, with a diverse population of approximately 332,000 (2013 State Budget Office projection), the fifth most populous county in the state. We are home to Fort Bragg, one of the largest military installations in the world and headquarters for U.S. Forces Command, XVIII Airborne Corp, 82nd Airborne and U.S. Special Forces Command, with an active duty population of over 51,000 troops.

The strong military presence offers significant economic development potential, and there are opportunities for additional economic diversification. The City of Fayetteville (pop. 210,000, sixth largest city in N.C.), is the county seat and one of nine municipalities within the county. Fayetteville, whose motto is "History, Heroes and a Hometown Feeling," is a two-time All-America City award winner that offers the amenities of a sizable city, a revitalized downtown area and numerous shopping opportunities. The county's other municipalities provide the option of small-town living, and Cumberland County includes large rural agricultural areas as well.

One of Cumberland County's greatest assets is its thriving arts and cultural community. Theatre, symphony orchestras, and museums for adults and children are available, including the Airborne and Special Operations Museum. A variety of festivals and special events are held throughout the year and we are also home to the Fayetteville Fire Antz hockey team, the Swamp Dogs, a summer collegiate baseball team and in 2018 a yet to be branded Houston Astros Class A team. Cumberland County is home to two outstanding universities and an excellent community college.

Located in North Carolina's Sandhills region, Cumberland and the surrounding counties include scenic rivers, lakes and other recreation areas, as well as world-renowned golf courses that host major tournaments. We are two hours from the North Carolina coast and four hours from the Great Smoky Mountains and the Blue Ridge Parkway. County residents enjoy a pleasant climate with distinct seasons.

Organization Overview:

Cumberland County, operates under a Commissioner-Manager form of government where there is a seven-member board. Five commissioners are elected from districts and two are elected at large. Commissioners serve four-year staggered terms. Cumberland County operates under the Board-Manager form of government.

The County is regarded as a fiscally responsible, stable and well-managed government with sound budget and strong fund balance (net assets). The County has an overall budget of approximately \$550 million, a property

tax rate of 79.9 cents per \$100 of assessed valuation and approximately 2,400 employees in 30 departments.

The County government provides services ranging from animal control to zoning, as well as strong support for the public education system. Award-winning programs in our Public Health, Finance, Public Library and Social Services Departments demonstrate Cumberland County's commitment to better serve our residents, prepare for the future and be a caring, inclusive and transparent government.

Position description and responsibilities: Cumberland Animal Control operates animal control services, runs a 24/7/365-day modern animal shelter and works closely with the Health Department, Environmental Services, Sheriff, local police departments and NC Wildlife to manage issues related to the wellbeing of both animals and citizens in Cumberland County. The department provides animal control services for all municipalities located in Cumberland County and has an intergovernmental services agreement with the Department of Defense to provide animal impoundment services for Fort Bragg. Reporting to an Assistant County Manager, the Animal Control Director will lead a department with an approximate budget of \$2,400,000, with 21 animal control employees and 25 animal shelter staff. The Cumberland County Animal Shelter typically houses and processes approximately 11,000 animals per year with a 26% adoption rate, up 1% over the prior year. While 97% of the animals the department works with are domesticated, there are also incidents of working with livestock and wild animals. The Director must spend time educating the public about animal services, have an expert knowledge of animal control procedures, promote a positive image of animal control and animal services and have an outstanding ability to collaborate with diverse groups and individuals who may have differing goals and beliefs about animal welfare.

The successful candidate:

- has outstanding communication and collaboration skills with an ability to listen, educate and seek satisfactory solutions for citizens with diverse and contrasting views;
- has comprehensive knowledge of animal control management methods, federal, state and local laws and ordinances, animal safety and disposition practices, program promotion and evaluation, financial management;
- has a track record of successful promotion and partnering with other agencies and nonprofits to educate the public and maximize animal safety and placement;
- is a motivating leader who will work alongside employees carrying out tasks as needed;
- has developed strategies for creative engagement of the public in the mission of the department including frequent public speaking opportunities;
- is skillful at responding to controversial perspectives with diplomacy;
- has the ability to maintain and further develop a culture of esprit de corps;
- has a proven track record in developing and supporting staff to achieve excellence through increased training, responsibility, productivity, morale and retention;
- is skilled in budget development and financial management;
- models courteous engagement with staff and customers while ensuring clear and firm adherence to the balancing of animal welfare and safety with citizen safety;
- communicates excellently both verbally and in writing and possesses well-developed interpersonal skills and abilities;
- thrives in a culture of high performance expectations and personal accountability and integrity with a track record of developing the same departmental standards as other highly accomplished leaders in this discipline.

Qualifications:

The County seeks an animal services professional with a minimum of a Bachelor's degree with coursework in public administration, animal science, business administration, law enforcement, or related field and

considerable progressively responsible animal control services experience including three to five years of supervisory experience, or equivalent combination of education and experience. Master's degree preferred. Experience as an Animal Control Director or comparable administrative position is preferred.

The salary range for the Director's position is \$63,075.78 (min) to \$106,156.50 (max) with base salary and compensation negotiable based on education, experience and qualifications.

To apply, please go to <https://www.developmentalassociates.com>, click on the Client Openings Link then "View Client Positions" button and then the **Animal Control Director – Cumberland County** link. All applications must be submitted online by February 7, 2018 and an on-site evaluation of candidates will be held March 22-23, 2018 in Cumberland County. *All inquiries* should be emailed to cumberlandhiring@developmentalassociates.com. Cumberland County is an Equal Opportunity Employer.

The recruitment and selection process is being managed by [Developmental Associates, LLC](#).