

Isothermal Regional Commission Executive Director Recruitment

Job Posting

The Isothermal Regional Commission a regional economic and community development and human services Commission (Council of governments) is seeking an innovative, energetic, seasoned professional to serve as its next Executive Director. The Commission is headquartered in Rutherfordton, North Carolina, and serves Polk, Rutherford, McDowell, and Cleveland Counties as well as 34 municipalities in those counties. The Commission is seeking a candidate with outstanding leadership, management, analytical, and communication skills. For more information about the position, Isothermal Regional Commission, and how to apply, please visit www.regionc.org/ Position is open until filled with First Review commencing on March 1, 2021.

Isothermal Regional Commission is proud to be an equal opportunity employer. All aspects of employment, including the decision to hire, promote, discipline or discharge, will be based on merit, competence, performance, and organizational needs.

Isothermal Regional Commission Executive Director -Position Profile-

The Isothermal Regional Commission Executive Committee (the Commission) is seeking an innovative, resourceful, energetic, and dynamic leader with considerable financial and public management skills and the highest ethical standards. The successful Executive Director candidate must be able to effectively engage the Board of Directors, Commission members, stakeholders and citizens and be a visionary leader with a hands-on, entrepreneurial approach to administering, creating, and providing meaningful service-oriented programs to its membership. They must be able to demonstrate their commitment to professionalism and the mission and success of the Commission and the member communities of all sizes. This requires an individual with high energy and great enthusiasm for providing quality services to local governments.

The Executive Director must be able to quickly assess the current stakeholder environment in which the Commission functions and be able to provide effective leadership to a capable professional staff, working collaboratively and productively with constituencies, intergovernmental partners, neighboring Commission, other state and regional associations and potential partners. They must be able to work strategically with the Executive Committee and Board to identify Commission member priorities, refine and implement the Regional plan, and enhance the existing working relationships and services provided to its members.

The Commission and this position are based at Isothermal 's offices at 111 West Court Street, in Rutherfordton, North Carolina.

The Region

Spanning North Carolina's Appalachian Foothills, the Isothermal region is a center of manufacturing, agriculture, and tourism.

The Isothermal Region is comprised of four North Carolina counties – Cleveland, McDowell, Polk and Rutherford -- located in the state's southwestern foothills, which encompasses 1,720 square miles of mountain foothills and rolling piedmont. The region is centrally located between four metro areas – Asheville, Hickory, Charlotte and Greenville-Spartanburg, SC. Interstate 40 passes through McDowell County across the northern part of the region connecting to I-77 to the east and I-26 to the west. Interstate-85 passes through the southeastern corner of Cleveland County, connecting Charlotte and Spartanburg. US Hwy 74 is the primary route across the three counties bordering South Carolina and US Hwy 221 is the major north-south highway, passing through Rutherford and McDowell counties. In addition to the four counties there are 34 municipalities, and the region is home to approximately 233,000 people.

The Isothermal Regional Commission is a coalition which values economic diversity and collaboration. Together we share risks and rewards to build opportunities for our citizens. We are a network of the surrounding economic engines with internal and external partners that enhance economic growth.

The Organization

Isothermal Regional Commission is a multi-county, local government, human services, economic development, workforce development and community development organization. The organization reaches across county and municipal borders to provide technical assistance to local governments and administer projects and programs that benefit the region's citizens.

The Council's mission is to provide creative regional solutions to relevant and emerging issues in Polk, Rutherford, McDowell, and Cleveland counties while providing a standard of excellence in the delivery of federal, state, and regional services for our member communities. The Council's major work areas include economic and community development, Section 8 Housing, aging services, workforce development and Rural Transportation Planning services.

The Position

The Executive Director of Isothermal Regional Commission is responsible for the planning, administration, and operation of the programs and services of the organization. This includes budgeting, program monitoring, and personnel management, but more importantly, providing stable, visionary leadership to the organization and communities and serves.

The successful candidate must possess a bachelor's degree in public/business administration, planning or a related field such as management or transportation engineering from an accredited institution; a Master's degree in a related field is highly desirable. A demonstrated background in, or professional familiarity with, community/economic development and regional transportation planning is desired. The successful candidate should possess a minimum of five years of progressively responsible managerial and

supervisory experience. Prior experience working with intergovernmental entities and processes is highly desirable, as is demonstrable success supporting governing boards and engaging a diverse array of stakeholders to successfully address local and regional issues. The education and work experience of the successful candidate must demonstrate a thorough knowledge of public/private sector management principles and practices, finance and budget management responsibility, human resources management, and an overall understanding of the needs of local units of government and communities (counties and cities). Familiarity and experience with North Carolina State laws, ordinances and regulations involving local units of government is also desirable.

The Executive Director is responsible for a budget of approximately \$13.6 million and a staff of approximately 33 professionals.

The compensation package for the Executive Director includes a competitive starting salary depending on experience and qualifications with excellent benefits including moving expenses, car allowance, medical insurance, and employer participation in the North Carolina Local Government Employees Retirement System.

To Apply

Interested professionals should email a resume, cover letter, and three professional references to EDapplications@regionc.org by 5:00pm on Friday, March 1, 2021, for First Review of Applicants. Position is open until filled with first round of Review beginning on March 1, 2021. Please note that only electronic submittals will be accepted.

Isothermal Regional Commission is proud to be an equal opportunity employer. All aspects of employment, including the decision to hire, promote, discipline or discharge, will be based on merit, competence, performance, and organizational needs. We do not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, military service, or any other status protected under federal, state or local law.