



THE CITY OF GOLDSBORO

Invites Your Interest in the Position of

ASSITANT CITY MANAGER





Position closes September 30, 2025

To apply go to <https://www.governmentjobs.com/careers/goldsboronc>

The City of Goldsboro, located in Wayne County, North Carolina, is seeking an **Assistant City Manager** who exemplifies impeccable integrity, exceptional leadership, and a proven track record as an entrepreneurial, business-minded, and visionary consensus builder.

This newly established **Assistant City Manager** position was created as part of a recent organizational realignment. The successful candidate will thrive in a dynamic, evolving municipal environment and bring a balanced skill set that complements both the City Manager's strategic, big-picture vision and the current Assistant City Manager's strong focus on detailed operations. While a general job description has been developed, specific departmental responsibilities will be tailored to the qualifications and strengths of the selected candidate. Aligning with the City's core values and fostering a collaborative organizational culture are considered more critical than possessing specialized knowledge in any particular field. The City of Goldsboro has a strong, capable staff in place to support the successful candidate's growth and continued professional development.

The successful candidate will serve as a key contributor in shaping thoughtful policy and ensuring effective day-to-day administration.

The Community:

Goldsboro (population 33,804) is steeped in history and characterized by its diverse populace and vibrant community. When Wayne County was formed in 1789, the town of Waynesborough developed along the banks of the Neuse River around the county courthouse that was built there. In the late 1830s, the Wilmington and Raleigh (Weldon) Railroad line was built to the east of Waynesborough. At the intersection of the railroad and the New Bern Road, a hotel was built, and a community began to establish itself. This community became known as Goldsborough's Junction after Major Matthew T. Goldsborough, an Assistant Chief Engineer with the railroad line. The town of Goldsborough was incorporated in 1847, and the name officially changed to Goldsboro in 1869.

The City of Goldsboro became the county seat for Wayne County in 1847 and has expanded to an area encompassing over twenty-five miles, with a transportation center for the area's agriculture industry.

The modern population represents a variety of racial and ethnic backgrounds*: Black or African American: 53.3%, White: 36.2%, Hispanic or Latino: 5.5%, Asian: 1.8%, Native American: 0.2%, Two or more races: 7.1%. This diversity is not just statistical; it's woven into the fabric of everyday life, influencing the City's culture, cuisine, and community interactions. The median age of 36.7 years signifies a relatively young and dynamic population, brimming with energy and potential. However, the economic landscape is varied. While the median household income is \$47,005, the poverty rate of 20.8% and designation as a Tier 1 community underscore the economic disparities that a significant portion of the population faces. *Source: Census.gov.

Goldsboro's cultural scene is a vibrant mosaic, shaped by the diverse influences of its residents. Festivals, art exhibitions, and musical performances celebrate this diversity and foster a sense of shared identity. Residents take pride in their city and actively participate in community events and initiatives. The City offers a variety of recreational opportunities, from parks and trails to sports facilities and cultural centers. The nearby Cliffs of the Neuse State Park provides a serene escape for outdoor enthusiasts, while the City's numerous festivals and events bring people together for celebration and shared experiences.

The City of Goldsboro is the proud home of Seymour Johnson Air Force Base (middle right photo), home of the 4th Fighter Wing and 916th Air Refueling Wing. Seymour Johnson received the Commander in Chief's Installation Excellence Award from the Air Force for 2001, the highest award given to a military base. Spanning more than five decades and five wars, Seymour Johnson AFB's 4th Fighter Wing is one of the most distinguished fighter units in the world. The 4th Fighter Wing of Seymour Johnson Air Force Base, N.C., puts airpower on target, on time for America. The wing is home to the multi-role, all-weather F-15E Strike Eagle and provides worldwide deployable aircraft and personnel capable of executing combat missions supporting the Aerospace Expeditionary Force.



Center Street Jam, a FREE downtown summer concert series, is just one of the City's numerous festivals and events held throughout the year.



*Goldsboro is more than just a collection of buildings and streets;
it's a community where people live, work, and play.*



The City's economic roots were deeply embedded in agriculture and manufacturing. While these sectors continue contributing, the City's economy has diversified in recent years. In addition to an engaged partnership with the Air Force Base, Healthcare, with institutions like Wayne UNC Health Care, and education with Wayne Community College, government services are now major employers. Seymour Johnson Air Force Base, located just outside Goldsboro, is a cornerstone of the local economy, providing jobs and stimulating businesses. The City is also making strides in attracting new industries and promoting entrepreneurship.

Goldsboro values education as a catalyst for personal and community growth. Wayne Community College offers a range of academic and vocational programs, while the University of North Carolina at Chapel Hill's Highway Safety Research Center contributes to research and innovation. The City's public school system strives to provide quality education to all students, preparing them for future success.

Like any city, Goldsboro faces its share of challenges. Poverty, crime, and infrastructure needs require ongoing attention and collaborative solutions. However, the City's potential for growth and development is immense. Its diverse population, rich history, and strong sense of community are valuable assets. Goldsboro is charting a course toward a brighter future by leveraging these strengths and addressing its challenges head-on.



Goldsboro, North Carolina, is more than just a dot on the map; it has a unique identity, a rich tapestry of stories, and a promising future. It's a place where history whispers, diversity thrives, and community spirit shines. As Goldsboro continues to evolve, it remains committed to preserving its heritage, embracing its diversity, and creating a better quality of life for all its residents.



About the Organization and Position:

The City of Goldsboro operates under a Council/Manager form of government. The City Council is comprised of a Mayor and six members representing six districts and serving four-year terms. The Mayor is a voting member of the City Council. This full-service municipality employs 492 full-time employees and has a FY 2025-2026 budget of nearly \$93,683.74. The tax rate for Goldsboro is \$.69 per \$100.

Reporting to the City Manager, the **Assistant City Manager** serves as a key member of the senior leadership team, which includes a second **Assistant Town Manager**. This **Assistant City Manager** must be the “right fit” – someone who can confidently step into a leadership role, align their values with the organization’s culture, and build trust across the team. The primary objective for this **Assistant Manager** position is to allow the City Manager to focus more on strategic priorities such as board relations, finance, budgeting, and organizational culture.

This position will assist with complex and difficult professional local government management, leadership, budgeting, special projects, and administrative functions for the City, and may act in the absence of the City Manager. This job formulates long-range goals for the organization, develops policy, and negotiates with the City manager and/or elected officials.

Key Position Priorities:

- Ensure alignment of departmental goals with citywide priorities.
- Proactively communicates and engages with a diversity of stakeholders, including citizens, staff, department directors, Council members, and regional partners, in a manner that promotes the values of transparency, accountability, and customer focus;
- Supporting staff to have passion about the City vision, meet high standards of performance, work together in a unified fashion, and collaborate to meet strategic goals
- Ensures the application of systematic and strategic project management principles to city projects. Identifies metrics, action plans, and scope management while applying sound decision-making and judgment to ensure delivery of project outcomes on time and on budget

One of the Key Priorities for the next **Assistant City Manager** is supporting staff to meet high standards of performance, work together in a unified fashion, and collaborate to meet strategic goals.



Minimum Qualifications:

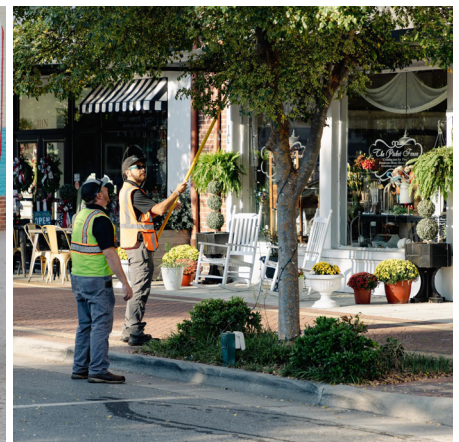
- Master's degree in business, public administration, or related discipline.
- Ten years of municipal government, eight (8) years of significant management and supervisory experience; or,
- An equivalent combination of education, training, and experience.

Preferred Qualifications:

- Active participation and professional certification in professional organizations, such as ICMA (International City/County Management Association) or other professional bodies.
- Although residency is not required for this position, the ability to immerse oneself in the community and have a “passion for the job” are essential to success.

The Successful Candidate Is:

- Someone dynamic, adaptable, and resilient—comfortable navigating change while helping scale and maintain services and facilities for a growing community;
- Interested in a wide variety of work and comfortable being involved in many aspects of city operations;
- Resourceful and experienced in working with limited staff or financial resources;
- Knowledgeable about the challenges and opportunities facing high-growth communities;
- A strong problem-solver with the ability to approach issues with creativity and flexibility;
- Skilled in conducting comparative research and analysis to inform decisions;
- An effective communicator, both written and verbal;
- Able to build and maintain strong, positive working relationships across departments and with external stakeholders; and,
- An independent thinker who is comfortable with finding strength in differences of opinion and the ability to think differently to get to the same vision of success.



The Successful Candidate builds and maintains strong working relationships across departments and with external stakeholders.

Salary Range and Benefits:

The hiring range for the Assistant City Manager position is \$137,053 to \$178,142. The starting salary will be based on the individual's demonstrated knowledge, skills, abilities, experience, and education. The City of Goldsboro provides an excellent benefits package, including retirement, health insurance, dental, and vision insurance, vacation and sick time, holiday leave (12 days per year), participation in the local government retirement system, and contributions to the employee supplemental retirement plan.

To apply, please visit <https://www.governmentjobs.com/careers/goldsboronc>, and click on the **Assistant City Manager** title.

Please note the following:

- All applications must be submitted online via the City of Goldsboro website.
- Resumes and cover letters **must be** uploaded with the application.
- Applicants should apply by **September 30, 2025**.
- Developmental Associates will provide the assessment of candidates. They will invite successful semi-finalists to participate in virtual interviews and skill evaluations. Candidates are encouraged to reserve **October 30 – 31, 2025**, for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.

The City of Goldsboro is an Equal Opportunity Employer.



Floating with friends is the perfect way to enjoy the Cliffs of the Neuse State Park's 11-acre swim lake, which is fed by a natural spring.



Developmental Associates, LLC manages the recruitment process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."