

The County of
GRANVILLE
North Carolina



Invites Your Interest in the Position of
SOCIAL SERVICES DIRECTOR



Granville County (County Seat - Oxford), a growing community just north of Durham, NC is seeking a collaborative-focused social services professional to serve as its next **Social Services Director**. The County Manager invites you to apply for this position if you are:

- a relational person who thrives on interacting with others – one who values the opportunity and significance of building sustainable relationships and partnerships within the community;
- committed to the social work profession and have a significant understanding of local department of social services programs and services and the functionality of those within a rural community;
- adept in navigating resource allocation and service delivery with limited community resources and financial limitations;
- a strong advocate – successful in communicating the internal and external needs affecting the social services department and advocating for solutions at the local and state level;
- strategic and swift under pressure – effective in your problem-solving skills with the keen ability to balance compassion with accountability; and,
- experienced creating standard operating procedures for a social services department to ensure accountability, compliance, and consistency in service delivery with an emphasis on implementing, training, and equipping staff to adhere to policies and procedures.

The next **Social Services Director** has demonstrable experience building highly successful and cohesive teams who value feedback and growth, are dedicated to the organization and one another and whose performance is consistent and notable. This professional will exercise creativity in responding to key challenges and opportunities for the department including impending Medicaid expansion changes, available foster care service providers, and building relationships within and providing service delivery to the rural areas of the county.

In 2019, Ontic, a manufacturer of high-quality aviation equipment, announced its expansion of US operations in Granville County, in part because of the “great quality of life, excellent business climate and strong manufacturing workforce,” according to Gov. Roy Cooper.



About the Community

Formed in 1746, Granville County was established thirty years before the signing of the Declaration of Independence and was named in honor of the second Earl of Granville, Lord John Carteret. King George II had given most of the land that is present-day Granville County to Carteret as part of the Granville Grant in the 1660s. Now, over 275 years later, Granville County is a growing family-centric rural community with a relaxed, traditional lifestyle and thriving innovative businesses and industries. Its rich history, combined with an eye towards the future, offers the amenities of urban living without long lines and heavy traffic. This vibrant blend of industry, agriculture, retail, and recreation makes Granville County an ideal location, offering accessibility to major cities with the friendly atmosphere of small towns. Its five municipalities – Oxford, Butner, Creedmoor, Stem, and Stovall – are rich in history and resources.

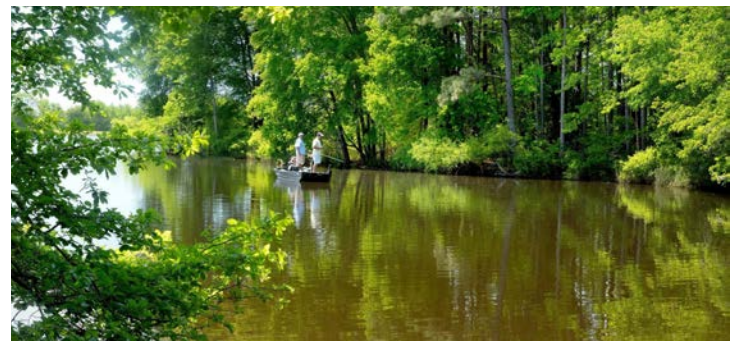
With a population of just over 62,000, Granville County has a median household income of approximately \$55,856 and a 14.6% poverty rate according to the 2020 U.S. Census. The percentage breakdown for those reporting as one race is 64.5% White, 31.9% Black or African American, and 3.6% American Indian, Asian, Native Hawaiian, or some other race not identified (US Census Bureau). Granville County's civilian labor force had climbed slowly from a recession low of 25,124 in 2010 to a pre-COVID high of 30,594 in 2019. After a sharp decline in early 2020, attributed directly to the pandemic, the civilian labor force in the County currently stands at 30,163 as of October 2021. Approximately 14,290 county residents work in the State of North Carolina but outside of Granville County while approximately 11,711 residents work within Granville County. The population reflects a growing trend in American culture for grandparents to help assume responsibility for raising their grandchildren. Of the 1,726 grandparents in Granville County who reported living with their grandchildren under 18 years of age, 37.4% were responsible for the basic needs of those grandchildren.

Family-friendly Activities Abound in Granville County!

Parks, lakes, playgrounds, ball fields, shelters, a splash park, hiking and cycling trails, horseback riding, fishing, canoeing, and kayaking await you in Granville County!



Rest stop in Town of Stem at Jack Day Kiddie Park (visitgranvillenc.com)



Fishing on Lake Devin (visitgranvillenc.com)



Canoeing on Lake Holt (visitgranvillenc.com)



Walking trail at Granville Athletic Park

About the Organization:

The County Manager serves as chief administrator of county government and maintains responsibilities for administering all departments under the general control of the seven-member Board of Commissioners.

The [2023-2024 recommended budget](#) of \$83.4M, guides the County's commitment to ensuring a vibrant community through open, honest government, maintaining an innovative and equitable work environment, and highly prizing accuracy, accountability, and reliability. The County employs 346 full-time and 42 part-time employees.

Through its [2021 – 2025 Strategic Plan](#), the County is focused on supporting a healthy and active community with convenient access to county services and opportunities to enjoy cultural and recreational amenities; pursuing a thriving, livable community with diverse economic opportunities; meeting community needs by supporting educational opportunities for all; being a community where residents are safe from crime and injury; and, building and maintaining trust within the community and with current and prospective County employees.

Granville County Government enhances the quality of life for its community members by providing an array of services through a responsive, effective, and efficient local government. These services focus on:

- Health and Public Safety
- Human and Social Services
- Environmental Management
- Education
- Recreation and Cultural Opportunities
- Economic Development



Granville County Courthouse
Above the Trees Photography

About the Department and Position:

The Granville County Department of Social Services provides programs and services to protect children and seniors and promote self-sufficiency for families and individuals. Committed to enhancing the quality of life of the County's residents, the department provides programs and services that help the vulnerable, the aged, the young, the sick, and the economically disadvantaged. Through education and awareness, we assist and enable individuals and families to become self-sufficient. We also provide assistance in the prevention and correction of abuse, neglect, exploitation, and inappropriate institutionalization.

The next **Social Services Director** will manage the department's \$9.5M budget while leading a team of 101 employees, with seven direct reports, an Administrative Officer II, Income Maintenance Administrator, Child Support Supervisor and four Social Work Supervisors. The **Social Services Director** will unite the team around the department's mission to serve each individual and family in a respectful, confidential, timely, and compassionate manner while advocating for the unmet needs of our most vulnerable population. The department prides itself on providing hope and the opportunity for stability and security for the individuals and families they are fortunate to serve. For more information about the department, visit <https://www.granvillecounty.org/residents/social-services/>.

Key Priorities:

- Thoroughly evaluate the department's service delivery and implement changes to ensure quality service delivery, state and federal compliance, and management of client needs.
- Immerse him/herself in the community - building and maintaining relationships with stakeholders while also establishing partnerships with key collaborators such as the hospital system to further support the growth and sustainability of the department.
- Assess factors impacting morale such as staffing levels, compensation, training, and work factors and advocate for short- and long-term solutions to improve morale, retention, and recruitment of diverse qualified team members to further position the department as a competitive employer.
- Build a cohesive team that is united around the mission, vision, and values of the department, holding one another accountable to a standard of excellence by establishing staff development and engagement initiatives that prepare employees for cross-team collaborations, offering technical and leadership skills training to ensure effective career development and succession planning.

A key priority of the **Social Services Director** is to develop a strategic plan that addresses the needs of the community and increases the department's capacity to meet those needs while facilitating immediate short-term solutions to provide adequate support to employees and ensure a manageable workload.



The picturesque Lake Rogers is a destination for those wanting to spend an afternoon fishing, go for a paddle on the tranquil water, sit on the boardwalk and watch the sunset, enjoy a picnic, a day at the playground, or a quiet walk through the woods.

Qualifications:

Required qualifications include a Master's Degree in Social Work (MSW) and two years of supervisory experience in the delivery of client services; **or** a Bachelor's Degree in Social Work and three years of supervisory experience in the delivery of client services, one of which must have been in Social Services; **or** graduation from a four-year college or university and three years of supervisory experience in the delivery of client services, two of which must have been in Social Services; **or** an equivalent combination of training and experience. Applicants **must** have extensive knowledge of management principles applicable to the operation of a human service delivery system. Applicants **must** also understand the organizational structure of a department of social services and applicable county policy as well as state and federal laws, rules, and regulations. A NC state driver's license **is required** or the ability to obtain one within a reasonable time following appointment.



The Granville County Department of Social Services is located ½ mile from the Town of Oxford's historic downtown, which is a walkable, friendly area with an array of unique shops, restaurants, and businesses.

The Successful Candidate:

- assertively advocates for the needs of Granville County clients, community members, and employees with key stakeholders and decision-makers who influence policy, laws, and funding;
- is accountable by creating and applying performance metrics that objectively measure department performance against mission-critical goals;
- advocates for and explains services of the agency to regulatory bodies and programmatic partners;
- is adept at ensuring the marketing and communication of programs to eligible community members through various means;
- has a track record of breaking down silos and barriers while building bridges and paths to solutions in partnership with others;
- is experienced in developing, managing, and coordinating a budget that consists of funds from multiple sources; as well as a good understanding of the County's budget and available financial resources;
- enhances and builds a culture of excellent customer service to DSS program customers;
- is knowledgeable about the legal and philosophical basis for public assistance programs along with a theoretical knowledge base of the field of social work;
- networks with peers in neighboring communities and throughout the state;
- is a creative thinker in assessing ways to meet program needs within staffing and budgetary constraints;
- demonstrates impeccable communication skills both verbally and in writing and possesses well-developed interpersonal skills and abilities; and,
- is an accountable manager who holds high expectations of self and others while also being an effective and respected leader.

Salary and Benefits:

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The hiring range for the **Social Services Director** is \$86,046 - \$131,116, dependent upon qualifications and experience. The County provides a competitive benefits package including medical and life insurance, group rate coverage for dental and vision, a flexible spending plan, 401(k) with 1% match (2% match as of 7/1/23), and a retirement pension (once fully vested).

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To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **DSS Director – Granville County, NC** title. To learn more about the selection process, visit <https://developmentalassociates.com/client-openings> select “*Client Openings*” and scroll down to “*Important Information for Applicants*.” All applications must be submitted online via the Developmental Associates application portal – NOT the County Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants **must apply by July 9th, 2023**. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluations on August 10th – 11th, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All *inquiries* should be emailed to hiring@developmentalassociates.com. Granville County is an Equal Opportunity Employer.

Granville County, a growing family-centric rural community, with a relaxed, traditional lifestyle and thriving, innovative businesses and industries, celebrated its 275th Anniversary in 2021.



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