

North Carolina Association of Social Services Directors

Seeks its Next Executive Director



The North Carolina Association of County Directors of Social Services (NCACDSS) is a non-profit association representing the social service directors across [North Carolina's counties](#). The NCACDSS's mission is to inform, educate, and empower its members to strengthen agencies, programs and the delivery of social services to families and individuals. NCACDSS is in a time of transformation and growth and requires its next leader. We're searching for an Executive Director (ED) who has strong leadership skills and the ability to approach business with a creative point of view. The ED will lead various key functions of the organization. The ideal candidate has extensive experience within the nonprofit industry, preferably having worked their way up to an executive role. This trajectory helps a person develop a unique mix of business and management expertise, plus proficiency with the practices, policies, and procedures of the industry.

The ED will be responsible for overseeing all operational aspects of the organization, working closely with, and reporting directly to the Association's Leadership Committee. The ED will partner closely with other members of the Executive Committee, and support standing committees across various program areas and functions. The position will be charged with ensuring organizational efficiency, operational excellence, and strategic alignment with key stakeholders. This position is critical to advancing the organization's mission, serving as a role model, and maintaining operational excellence and sustainability. At the direction of the NCACDSS Executive Board and under the supervision of the NCACDSS Leadership Committee the director shall

- Lead compassionately and collaboratively while upholding the organization's excellent reputation and financial stability
- Communicate NCACDSS's goals for social services programming with federal, state and county leaders
- Drive organizational vision and operations strategy while supporting the translation of strategy into actionable steps for growth; support implementing Association-wide goals, performance management, and annual operations planning

- Oversee Association operations ensuring compliance with applicable business and non-profit regulations, and take appropriate action when necessary
- Build a highly inclusive culture that ensures its members can thrive, feel valued and have the opportunity for active engagement
- Planning, organizing, and directing major conferences, annual meetings and retreats, as well as smaller regional meetings

The Executive Director will join a 501c3 nonprofit organization with a 49-year history (founded in 1979) and a near \$1 million budget, supporting 100+ county social services leaders across North Carolina.

This position offers a competitive benefits package (see below) and a salary range between \$90,000–\$120,00 based on experience. Salary may be negotiable for those individuals who exceed the existing qualifications.

Position begins January 2, 2026, or a mutually agreed upon date. Should the applicant identified for this position accept, and be available prior to January 2, 2026, an earlier start date may be considered. This position works in an office setting with flexibility in their schedule when appropriate. This full-time position is exempt salaried and “at-will,” and reports to a Board. The ED has traditionally worked out of a Raleigh-based office, NC’s capital city; however, the “right fit” candidate is welcome to suggest alternatives to this model. The ED is required to live and work in North Carolina. This position requires flexibility to work longer hours, weekends, and travel as needed – especially to pre-determined NCACDSS meetings and conferences.

For a list of all Key Responsibilities see the full job description attached or visit the NCACDSS website (<https://www.ncacdss.org/>)

Experience, Education, Skills, & Abilities:

- Preferred master's degree in public/business administration, non-profit management, public policy, or another related field
- Three or more years of experience in executive leadership roles – preferably in the nonprofit sector and at its most senior level
- Minimum 7 years of management experience, preferably in nonprofit sector

Benefits:

- Monthly health insurance stipend
- 16 hours of PTO accrued per month
- 16 hours of wellness time to use annually
- 8 hours of volunteer time to use annually

- 3% IRA match
- Salaried position – no overtime/comp time
- Observes the NC state employee holiday schedule for office closures
- Flexible remote work is allowed from time to time including occasional flexible office hours that align with the organization's goals

To apply, send your complete resume and two-page cover letter to Jamie Bazemore at jbazemore@ccr-email.com by November 7, 2025. In your cover letter, please address the following question: As Executive Director of NCACDSS, how would your leadership maximize the mission of the agency? Specifically, at a time when critical decisions are being made by Federal and State leaders regarding the future of safety net programs for children, families, and adults.