



JACKSONVILLE ONSLOW

ECONOMIC DEVELOPMENT

*Seeking a proven leader to
promote business development,
retention, and entrepreneurship*



Chief Executive Officer



WELCOME TO OUR ONSLOW COMMUNITY

Be Part of Our **FUTURE**

JACKSONVILLE ONSLOW
ECONOMIC DEVELOPMENT SEEKS
A SEASONED PROFESSIONAL TO
HELP LEAD DURING THIS
EXCITING PERIOD OF GROWTH
AND CHANGE IN THE COMMUNITY.

The Chief Executive Officer
(CEO) of Jacksonville Onslow
Economic Development
(JOED) is responsible for leading,
managing, and executing the
organization's programs,
operations, and strategic
priorities.

*The CEO oversees regional
economic development activi-
ties, industrial recruitment,
product development, brand
strategy, grant development,
regional coordination, and
organizational growth, in
alignment with JOED's Strategic
Plan. The CEO reports to the
Board of Directors and supervises
JOED staff, contractors, and
consultants.*

*JOED supports the community's
economic development vision
through recruitment, product
development, busi-ness retention,
and entre-preneurship;
strengthening assets; and
fostering strategic collaborations
between the public and private
sectors.*



VISION: A diverse and resilient economy
for Onslow County where businesses
and communities prosper and thrive.



Camp Lejeune and New River Air Station

Onslow County is home to Camp Lejeune, the largest Marine Corps base on the east coast, with over 47,000 Marines and sailors stationed here. New River Air Station is home to Marine Corps rotary aircraft, most notably the MV-22 Osprey, which takes off and lands like a helicopter but flies like a plane. The bases are a vital economic engine for our community. In addition to the federal government jobs, there are also thousands of supporting jobs created by the need to serve our military population.

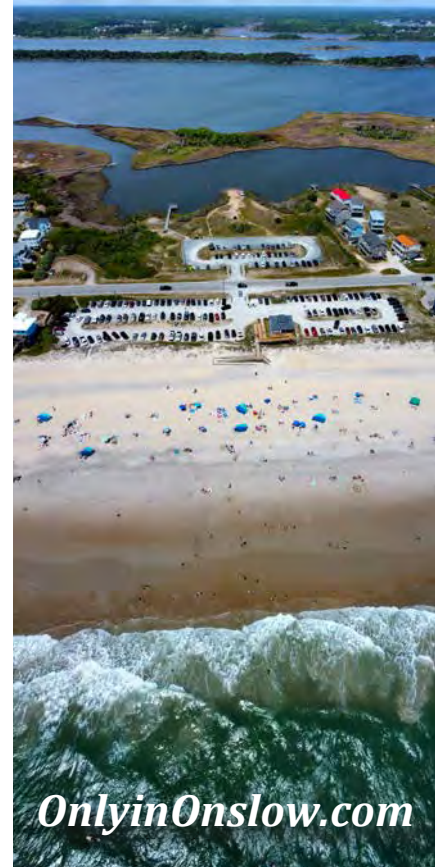
Three-Year Strategic Plan

JOED's vision is to build a resilient, vibrant economy that supports long-term growth, innovation, and opportunity for all residents. The plan is designed to diversify and strengthen Onslow County's economy.

View the full plan online at OnslowCountyNC.gov/JOEDPlan



30 MILES of Beautiful Beaches



OnlyinOnslow.com

Committed Funding for JOED Success



Onslow County and the City of Jacksonville recently adopted a three-year funding agreement for JOED that more than doubles prior-year operating revenues. This commitment positions JOED for significant success, and allows the new CEO to have the resources and financial stability to pursue the major initiatives of our strategic plan.

1 Major Initiatives

Year 1

- Brand Identity
- New Website
- Business Retention and Expansion Program
- Refine Phase 3 of Camp Davis
- Support Project Coffee
- Site Marketing Videos
- Social Media Campaigns
- Collaboration Meetings
- Annual Report Presentations to Local Governments
- Investor Relations Program
- Funding for Plan Implementation

2

Year 2

- Annual Economic Summit
- EDPNC, NC's Southeast Tours
- Veterans Business Collaborative
- Site and Building Study
- Municipal Site Identification
- "How to" Business Toolkits
- Feasibility Study for Entrepreneurship Space
- Community Profiles for Municipalities
- Launch Annual Showcase Tour

3

Year 3+

- Vacant and Underutilized Property Evaluation
- Broker Event
- Feasibility Study for a Center of Innovation and Excellence
- Social Media Series Spotighting People

*Send in your resume today!
Interviews begin in February.*

Candidates interested in the Chief Executive Officer position are encouraged to email a cover letter and resume to JOED@JOEDNC.com. Salary will be determined based on qualifications and experience.

JOEDNC.com



As a coastal North Carolina community, Onslow County enjoys a temperate climate with all four seasons. While snow isn't unheard of, there is rarely enough to cause school or business closures.

Because of its location on the Atlantic Ocean, our community offers easy access to some of the most beautiful (and quiet) beaches in the country. Bear Island at Hammocks Beach State Park is a great example. Accessible only by boat, this island is perfect for camping, picnics and just enjoying nature.

Avid fisherman will enjoy easy access to game fish found in local rivers and the gulf stream. Recreational boaters and sunbathers may prefer cruising the intracoastal waterway and stopping for breaks on any number of uninhabited islands, complete with white sand beaches.

VisitJacksonvilleNC.com



You don't have to love the beach to enjoy living in Onslow County—golf courses, city and county parks, hiking trails and bike paths all contribute to the area's livability.

With such a great location and quality of life, Onslow County is a great place to live, work, and play.

Job Description



Chief Executive Officer

OVERVIEW

The Chief Executive Officer (CEO) of Jacksonville-Onslow Economic Development (JOED) is responsible for leading, managing, and executing the organization's programs, operations, and strategic priorities. The CEO oversees regional economic development activities, industrial recruitment, product development, brand strategy, grant development, regional coordination, and organizational growth, in alignment with JOED's Strategic Plan. The CEO reports to the Board of Directors and supervises all JOED staff, contractors, and consultants.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Business Recruitment, Retention and Expansion
 - Lead industrial and commercial recruitment targeting priority sectors.
 - Manage project activity including inquiries, RFIs, proposals, and incentives.
 - Oversee a formal Business Retention and Expansion (BRE) program.
 - Collaborate with county municipalities, workforce partners, NC Southeast, and EDPNC.
 - Serve as liaison between business leaders and government partners.
2. Industrial Product Development and Infrastructure Strategy
 - Execute long-range product development strategy.
 - Lead multi-jurisdictional planning and feasibility studies.
 - Work with utilities, DOT, county municipalities, and NC Southeast to enhance readiness.
 - Advocate for major infrastructure investments.
3. Workforce and Talent Pipeline Alignment
 - Identify target industry needs and align them with workforce programs.
 - Coordinate with military transition programs, CTE, and community colleges to support workforce development opportunities.
 - Use NC Southeast labor data to strengthen regional strategies.
 - Promote workforce resources to employers.
4. Branding, Marketing and Communications
 - Lead creation of Onslow County's new economic development brand.
 - Oversee JOED's website, marketing toolkits, cluster briefs, and talent profiles.
 - Serve as JOED spokesperson and manage media relations.
 - Collaborate with NC Southeast on regional marketing initiatives.

5. Municipal and Regional Partnership Leadership

- Coordinate and convene regular conferences with municipality, county, and regional leaders.
- Host annual and quarterly leadership summits.
- Provide technical assistance for site planning and feasibility work.
- Support multi-jurisdictional projects and shared planning efforts.
- Maintain active engagement with NC Southeast.

6. Organizational Leadership, Funding and Governance

- Lead, evaluate, and develop JOED staff.
- Manage budgets, finances, audits, and operations.
- Develop MOUs and service agreements with municipalities.
- Implement JOED's private fundraising and investor relations program.
- Support Board governance activities.

7. Grant Writing and External Funding Development

- Identify, pursue, and manage competitive grant opportunities
- Coordinate multi-partner grant applications for infrastructure, product development, and workforce initiatives.
- Maintain compliance, reporting, and documentation for all awarded grants.
- Collaborate with municipalities to secure joint grant funding for shared priorities.

8. Metrics, Performance Tracking and ROI Reporting

- Track recruitment, BRE, marketing, workforce, and development metrics.
- Monitor investor satisfaction, funding stability, and organizational performance.
- Prepare annual economic impact analyses.
- Use NC Southeast regional data for benchmarking.

REQUIRED COMPETENCIES

- | | |
|--|-------------------------------------|
| • Strategic leadership and planning | • Government and investor relations |
| • Economic development expertise | • Workforce ecosystem understanding |
| • Industrial site development | • Effective communication |
| • Grant writing and management | • Branding and marketing |
| • Regional and municipal collaboration | • Data analysis and reporting |
| | • Staff development and management |

EDUCATION AND EXPERIENCE

Required

- Bachelor's degree in Business, Public Administration, Economics, Planning, Marketing, or related field and more than five (5) years senior leadership experience in economic development
- Demonstrated success in industrial recruitment, BRE, or site development
- Strong communication and stakeholder engagement skills
- Experience writing or managing grants
- Experience collaborating with municipalities, counties, NC Southeast, and state agencies

Preferred

- Master's degree (MBA, MPA, MPP)
- CEcD, EDFP, or NC Certified ED (or ability to obtain)
- Experience in military-connected or coastal communities
- Branding or strategic communications experience
- Fundraising or investor relations experience

WORKING CONDITIONS

Frequent regional travel and periodic national travel required
Occasional evening or weekend events

PHYSICAL REQUIREMENTS

This work requires the frequent exertion of up to 10 pounds of force and occasional exertion of up to 25 pounds of force; work regularly requires sitting, speaking or hearing, using hands to finger, handle or feel and repetitive motions, frequently requires standing, walking, reaching with hands and arms and pushing or pulling and occasionally requires lifting; work has standard vision requirements; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work has no exposure to environmental conditions; work is generally in a very quiet location.