

# >> INVESTING IN THE FUTURE OF NORTH CAROLINA COUNTY MANAGEMENT



## NCACC COUNTY MANAGEMENT FELLOWSHIP PROGRAM

The North Carolina Association of County Commissioners (NCACC) is committed to helping develop the next generation of county management stalwarts. Through its **County Management Fellowship Program**, the NCACC seeks to place a handful of recent Master of Public Administration (MPA) program graduates who have interest in North Carolina county management careers into salaried, full-time fellowships with seasoned North Carolina county managers for one or two years.

The program is modeled after the Local Government Management Fellowship administered by the International City-County Management Association (ICMA), a partner for the NCACC County Management Fellowship Program.

### >> OPPORTUNITIES FOR COUNTIES, MPA GRADUATES

The Association seeks interested host counties, and MPA candidates or recent MPA graduates. Counties selected to participate as hosts will receive NCACC assistance with salary and other potential incentives (handled on a negotiated, individual basis). The NCACC requires a minimum \$35,000 salary and strongly recommends employment benefits.

Any interested county will need to demonstrate a commitment to providing a rewarding career experience for the Fellow in the application process by indicating potential projects, activities and responsibilities for the Fellow. A Memorandum of Understanding and host application that provides a detailed work plan are required.

### >> HOW IT WORKS

For fellowships that follow a fiscal year, ICMA provides the NCACC with a pool of pre-screened, North Carolina-based applicants from its fellowship program, ensuring high-quality talent for participating counties. The Association will then share those applications with interested host counties, which can then choose which applicants to interview. The host county controls offers of employment, start and completion dates of the fellowship, and other employment details.

The Association also works directly with its contacts at UNC system MPA programs to solicit for applicants for placements that do not follow the fiscal year.

Current MPA students and recent graduates who are interested in opportunities within the fellowship program should submit a résumé and letter of interest to Jason King.

### >> MORE INFORMATION

Visit [www.ncacc.org/cmfp](http://www.ncacc.org/cmfp), and contact Jason King at (919) 715-0045 or [jason.king@ncacc.org](mailto:jason.king@ncacc.org).



NCACC-ICMA County Management Fellows met with Governor Roy Cooper in November 2019.

### >> BENEFITS OF A FELLOWSHIP COHORT

Fellows enjoy a network of mentoring and support through the relationship with the county manager and county employees, as well as a cohort experience with other NCACC fellows and ICMA fellows based in North Carolina. NCACC and ICMA fellows will be invited to participate in statewide and regional Association events, such as the Annual Conference, County Assembly Day and district meetings, to receive a larger networking experience as well as exposure to state government. The Association will also fund each of its fellows' North Carolina City and County Management Association (NCCCMA) membership dues and seminar registration fees for the year.

### >> BACKGROUND

The NCACC Board of Directors approved the program in June 2012 to help address a decline in the number of young professionals pursuing careers in public service.