















Benson

TOWN MANAGER

townofbenson.com

Town MANAGER

The Town of Benson is seeking an experienced, collaborative, and results-oriented Town Manager to serve as the community's chief executive officer. Reporting directly to the Town Council, the Town Manager leads day-to-day operations, implements Council policy, manages municipal services, and helps guide a growing community with significant opportunities and important challenges.

This is more than an administrative leadership position. It is an opportunity to help strengthen the Town's financial foundation, build organizational excellence, support a dedicated workforce, and foster productive relationships among the Council, staff, and community. Benson is seeking a leader who communicates openly and transparently, values public service, and is committed to delivering measurable results.

The ideal candidate will bring demonstrated local government leadership experience, strong financial and organizational management skills, and the ability to build trust through professionalism, responsiveness, and collaboration. Successful candidates will be equally comfortable working with elected officials, department directors, employees, residents, and business leaders while helping position Benson for long-term success.

If you are a community-minded leader who can balance accountability with approachability, combine strategic thinking with day-to-day execution, and help move an organization forward through strong relationships and effective management, we invite you to consider becoming Benson's next Town Manager.

Benson is a community with a proud history, strong values, and a promising future. We are seeking a leader ready to help write the next chapter of that story







About the POSITION

Ideal Candidate Attributes

The ideal candidate is a collaborative, results-oriented leader who understands how to apply local government best practices to strengthen organizational performance and deliver measurable results. They are an effective communicator who builds trust through transparency, professionalism, and responsiveness.

The successful candidate will be skilled at building productive relationships with elected officials, employees, residents, businesses, and community partners. They will value open communication, listen carefully to differing perspectives, and work to build consensus while moving important initiatives forward.

The ideal candidate will possess strong financial and organizational management skills and be comfortable leading through both opportunities and challenges. They will proactively keep the Mayor and Council informed, provide sound and timely advice, and ensure Council members have the information needed to make informed decisions.

As a visible and engaged leader, the successful candidate will demonstrate a commitment to public service, organizational excellence, and the long-term success of the Town of Benson.

Minimum Qualifications

- Education:
  - Bachelor's Degree in Public Administration, Business Administration, or related field
  - Master's Degree preferred
- Experience:
  - At least 7 years of increasingly responsible management experience, including experience as a city/town manager, or assistant manager
  - Experience in a similar sized community or municipal finance department is a plus
- Certification:
  - ICMA Credentialed Manager desired

Key Priorities Identified by Town Leadership

- Strengthen the Town's financial position.
- Support continued improvement in organizational culture and employee engagement.
- Foster strong communication and transparency with the Mayor and Council.
- Build trust with residents and community stakeholders.
- Deliver measurable results while maintaining a high standard of public service.

About the POSITION

Critical Knowledge Areas

- **Financial Management:**
  - Demonstrated knowledge of local government accounting, budgeting, financial reporting, and long-term financial planning, with an emphasis on fiscal sustainability.
  - Experience guiding governing boards and staff through annual budget development, capital improvement planning, and financial policy implementation.
  - Understanding of federal and state grant administration, compliance requirements, reporting obligations, and internal controls.
  - Ability to assess organizational financial challenges, identify risks, and implement strategies that improve financial condition and operational efficiency.
  - Experience communicating complex financial issues to elected officials and the public in a clear and understandable manner.
- **Organizational & Operational Leadership**
  - Demonstrated success leading municipal operations through effective planning, execution, accountability, and performance management.
  - Experience recruiting, developing, supervising, evaluating, and retaining high-performing employees and department directors.
  - Ability to foster a positive organizational culture, improve employee engagement, support succession planning, and promote professional development.
  - Experience implementing organizational improvements, managing change, and addressing operational challenges in a collaborative and professional manner.
  - Knowledge of personnel administration, compensation systems, employee relations, and applicable employment laws and regulations.
- **Governance, Communication, & Public Engagement:**
  - Strong understanding of the Council-Manager form of government and the respective roles of elected officials and professional staff.
  - Ability to provide timely, accurate, and objective information to elected officials to support informed decision-making.
  - Excellent written, verbal, presentation, and interpersonal communication skills.
  - Experience maintaining productive relationships with elected officials while preserving professional objectivity and organizational integrity.
  - Commitment to transparency, responsiveness, accessibility, and public trust.
  - Ability to build productive relationships with residents, businesses, community organizations, and regional partners.

About the POSITION

Critical Knowledge Areas

- **Project Management & Intergovernmental Relations:**
  - Proven ability to oversee capital projects, infrastructure investments, and multi-department initiatives from planning through implementation.
  - Experience coordinating with local, regional, state, and federal agencies to improve services, leverage resources, and advance community priorities.
  - Ability to establish priorities, manage competing demands, and ensure timely completion of organizational objectives.
  - Experience developing collaborative partnerships that enhance service delivery, economic opportunity, and community outcomes.
  - Skill in securing and managing external funding sources, including grants and intergovernmental partnerships.

Key Success Factors for Benson

- **The successful candidate will demonstrate the ability to:**
  - Strengthen the Town's financial position and support long-term fiscal sustainability.
  - Build trust through open communication, transparency, and responsiveness.
  - Foster a positive organizational culture and support employee development and retention.
  - Develop productive working relationships with the Mayor, Council, staff, residents, and community partners.
  - Deliver measurable results while maintaining a high standard of public service.
  - Lead organizational improvement efforts while preserving stability and continuity in municipal operations.



About the TOWN

Benson, located in the rapidly growing southwest corner of Johnston County, blends small-town charm with rich cultural traditions and a strong sense of community. Known for the historic Benson Singing Grove—an outdoor venue for festivals and concerts—Benson also boasts a diverse economy that includes agriculture, textiles, and specialty retail. The town stays vibrant year-round with live performances, Broadway-style productions, and signature events like Mule Days, Christmas on Main, and the State Annual Singing Convention.

With its ideal location at the intersection of I-40 and I-95, Benson offers easy access to the Research Triangle and Fayetteville, along with nearby natural attractions such as the Neuse and Cape Fear Rivers, Raven Rock State Park, and White Lake. Education is a key priority, with strong K–12 public schools, continuing education through Johnston Community College's Benson campus, and proximity to 12 colleges and universities within an hour's drive—making it a great place to live, learn, and grow.

3,967
Population

35
Median Age

2,093
Housing Units

$67,102
Median Household Income





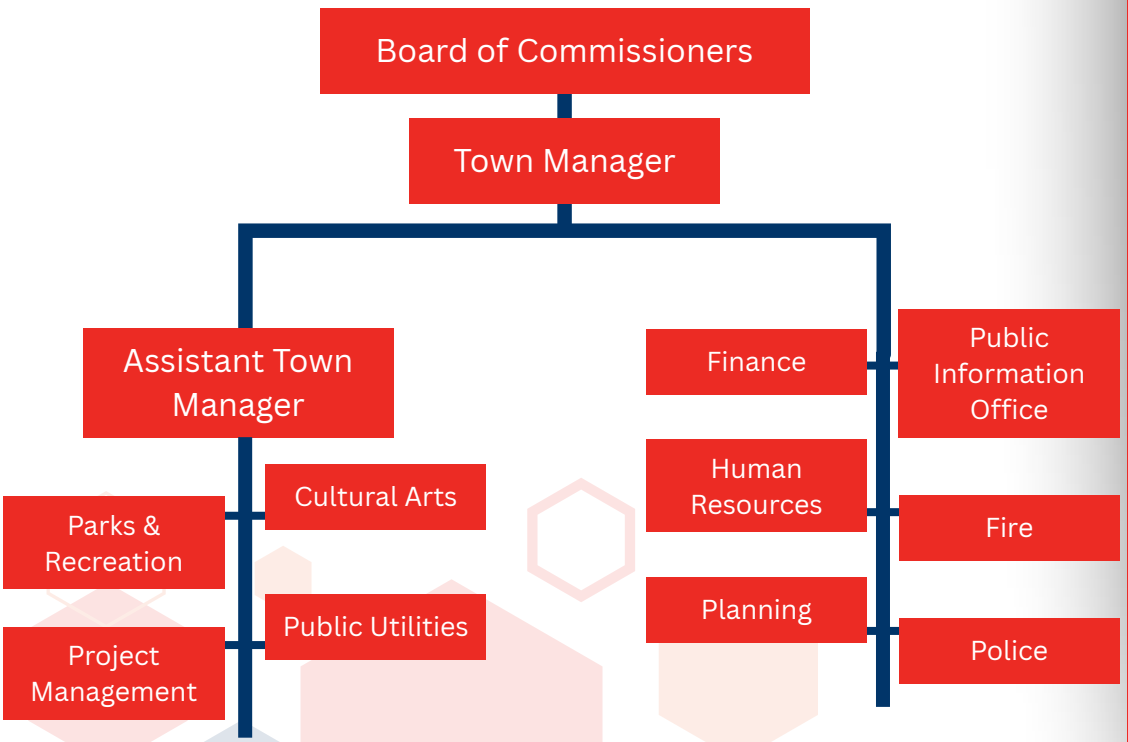


The Organization

The Town of Benson is governed under a Council-Manager form of government with the governing authority consisting of a mayor, three district commissioners and three at-large commissioners. The Town Manager is hired by the Mayor and Commission to be responsible for the day-to-day operations of all service departments and recommending policies and programs to the Commission for consideration and approval.

The Town employs 60 full-time employees and 37 part-time employees, who provide a range of services including electricity, water, sewer, police, fire, parks and recreation, cultural arts, planning/zoning, code enforcement, and public works.

Although agriculture remains an important part of the local economy, Benson has experienced the recent economic diversification of eastern North Carolina, particularly in manufacturing and biotechnology. Benson finds itself at the heart of this robust new economic activity due to its location at the crossroads of I-95 and I-40.



Employee BENEFITS

- Health, Dental, & Vision Insurance
- Life insurance, long-term disability, and accidental death and dismemberment
- Local Government Employees' Retirement System *(within the NC retirement plan-one of the best funded pension plans nationally) employee contribution 6%; employer contribution 17.1%*
- 401K with automatic Town 5% contribution
- Paid vacation, sick leave, holidays, and personal time
- Car allowance and relocation assistance negotiable
- Cell phone allocation ($42 per month)

Compensation & SALARY

The anticipated hiring salary range is $140,000 - $170,000. Salary commensurate with experience.

Residency within the Town is preferred, but not required. The Town Manager must reside within 60 minutes of the Town Hall to ensure an effective connection with the community.

How to APPLY

Central Pines Regional Council is managing the Town Manager recruitment process on behalf of the Town of Benson. Interested candidates should send a letter of interest and resume to Lee Worsley at lworsley@centralpinesnc.gov with the subject "Town of Benson Town Manager." Position is open until filled. A first review of applications is planned for December 1, 2026, and interviews with the Town Council are planned for December 19, 2026.

The Town of Benson is an Equal Opportunity Employer.

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