



COUNTY MANAGER

Salary Range: \$200,000-\$225,000

Depending on Qualifications

Bulloch County, GA invites qualified candidates to apply for this position.



BULLOCH COUNTY

Quick facts:

- **County Population:** Approximately 85,000+ and growing
- **Location:** Southeast Georgia, Coastal Region
- **County Government:** Manager-Commission
- **Municipalities:** Statesboro (county seat), Brooklet, Portal, Register
- **Largest Employers:** Georgia Southern University, East Georgia Regional Medical Center, Bulloch County Schools
- **Notable Landmarks:** Georgia Southern University, Downtown Statesboro, Averitt Center for the Arts, the Botanic Garden at Georgia Southern
- **Education:** Bulloch County Schools; Georgia Southern University; local private and charter schools
- **Median Household Income:** ~\$49,000
- **Median Single-Family Home Value:** ~\$210,000
- **Annual Budget:** ~\$160 million
- **Staff Size:** 1,152 active employees – 590 of which are full-time or permanent (non-seasonal) part-time employees



Bulloch County, GA



About Bulloch County

Formed in 1796 and named for Revolutionary War leader and Georgia's first governor, Archibald Bulloch, Bulloch County is a fast-growing community in Southeast Georgia. With a population of over 85,000 and rising, it is the third fastest-growing county in Georgia's Coastal Region and the eighth-largest by area. The County includes four municipalities: Portal, Register, Brooklet, and Statesboro—the county seat and largest city.

Agriculture remains a foundational industry, with cotton, peanuts, poultry, and eggs leading local production. Bulloch ranks fifth in Georgia for cotton and tenth for peanuts, and is also a key producer of timber and forestry products.

Education is a major economic driver. Georgia Southern University, located in Statesboro, enrolls over 27,500 students, employs more than 2,000 people, and generates nearly \$750 million in regional impact. Together with Ogeechee Technical College, it supports workforce development across diverse sectors.

Manufacturing and logistics are rapidly expanding, boosted by the nearby Hyundai Motor Group Metaplant in Bryan County. Bulloch is home to major employers, including Walmart's largest distribution center and a variety of auto parts and building materials manufacturers.

The county offers extensive recreational and cultural amenities, including the Averitt Center for the Arts, Splash in the Boro Waterpark, and several public attractions at Georgia Southern, such as the Performing Arts Center, Museum, Center for Wildlife Education, and the Botanic Garden.

Outdoor activities abound at Mill Creek Regional Park, local trails, and the Georgia Southern Golf Course. A partnership with the university provides seasonal public access to sports facilities, and the community enjoys Division I athletics across multiple sports.

Bulloch is also close to popular regional destinations, including Savannah, Magnolia Springs State Park, George L. Smith State Park, and the Tuckahoe Wildlife Management Area, site of the Battle of Brier Creek.

Bulloch County offers a thriving economy, a rich cultural scene and space to grow.



Governance and Organization

Bulloch County operates under a County Manager-Board of Commissioners form of government. The seven-member Board includes a Chairman elected countywide and six Commissioners elected from two geographic districts. A Vice-Chair is selected annually from among the Board members. The Board sets policy, enacts legislation, approves the annual budget, establishes tax rates and provides overall direction for county government.

The County Manager oversees day-to-day operations and implements the policies set by the Board. In addition to the County Manager, several other key elected officials hold independent authority over their respective offices, including the Tax Commissioner, Sheriff, Judge of the Probate Court and Clerk of the Superior Court.

County government is organized into five primary operational divisions:

- **Administration** – including Community Relations, Elections, Engineering, Finance, Human Resources and Government Buildings
- **Public Safety** – Fire, EMS, Animal Services and Probation
- **Public Works** – Roads and Bridges, Airport, and Solid Waste
- **Community Services** – Parks and Recreation, Library, Agricultural Complex, Public Health
- **Development Services** – Building Inspection, Planning and Zoning and Code Enforcement

As the county's population continues to grow, Bulloch County is proactively expanding its services and workforce. The County operates with an annual budget of \$160 million and employs 590 full-time staff across departments and divisions, including courts. A strong focus has been placed on recruiting and retaining talent through initiatives like periodic compensation studies, pay increases, and succession planning.

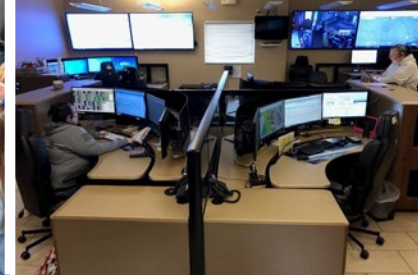
Public safety enhancements are among the County's top priorities. Recent investments include additional fire personnel, support staff and upgrades to fire stations to improve emergency response and fire protection across the region.



Other key priorities and challenges for Bulloch County include:

- **Infrastructure Improvements:** Roads, bridges, water/sewer systems, digital connectivity and affordable housing.
- **Facility Expansion:** New judicial facility and additional recreation amenities
- **Public Service Enhancements:** Improved EMS response, expanded recreation and tourism, education support and closing service gaps.
- **Community Engagement:** Building public trust and increasing civic participation.
- **Workforce Development:** Hiring and retaining skilled employees, developing future leaders and ensuring competitive compensation.
- **Intergovernmental Collaboration:** Strengthening coordination with other local and regional entities.
- **Balancing Growth with Fiscal Responsibility:** Maintaining strong financial health while expanding services to meet rising demand, all without increasing taxes.

Bulloch County is committed to preserving its close-knit, community-oriented identity while strategically planning for a vibrant and sustainable future.



About the Role

The County Manager serves as the chief administrative officer of Bulloch County, overseeing daily government operations under the direction of the Board of Commissioners and in compliance with all applicable laws, ordinances, and policies. This role is essential in carrying out the Board's vision by implementing County policies, regulations, resolutions, and ordinances.

The County Manager leads all County departments and divisions and works closely with the Assistant County Manager to execute the Board's strategic plan and manage the County's operating budget. The current departmental budget for this office is \$699,619.

As a public-facing leader, the County Manager attends all Board of Commissioners meetings and acts as the official spokesperson, communicating Board decisions to the public, media, and community organizations.

Reporting Structure

Reports to: Board of Commissioners

Direct Reports:

- Assistant County Manager (who manages 9 direct reports)
- County Attorney
- County Engineer
- Parks and Recreation Director
- Public Safety Director
- Public Works Director

The County Manager and Assistant County Manager jointly oversee 15 County departments. While administrative tasks may be delegated, the County Manager retains full responsibility for the overall administration of County government.



Key Responsibilities

Leadership & Oversight

- Supervise all appointed department heads.
- Make personnel decisions involving hiring, promotion, and discipline.
- Provide direction, build consensus, and motivate staff around shared goals.

Board Relations & Advising

- Advise the Board on County operations, needs, and financial condition.
- Submit monthly reports on departmental expenditures and year-to-date activity.
- Consult with elected officials and Board-supported organizations.
- Keep the Board informed on key issues and developments.

Budget & Financial Management

- Serve as the County's Budget Officer.
- Collect annual budget proposals from department heads.
- Prepare and present a comprehensive County budget, including:
 - Prior year revenues and expenditures
 - Proposed appropriations and revenues
 - Recommended tax levies and salaries
 - Capital expenditures and other required data

Contracts & Procurement

- Make purchases and enter into contracts for approved County needs.
- Ensure adherence to County purchasing policies and Board directives.
- Oversee contract performance and compliance.

Communications & Community Engagement

- Represent the Board to the public, media, and civic partners.
- Communicate regularly with residents, staff, and stakeholders.
- Foster interdepartmental collaboration and strong external partnerships.
- Promote transparency and community trust in County government.

Property & Asset Management

- Maintain a current inventory and property control system for all County-owned assets.



Qualifications

The County Manager plays a key leadership role in County government, working with staff, the Board of Commissioners and other stakeholders to manage County operations. The next County Manager should be committed to serving the County's best interests, and be a strong and effective communicator and leader who can balance the needs and viewpoints of the County, County staff and the Board of Commissioners. The ideal candidate should have five plus years in a progressive management role.

EDUCATION AND EXPERTISE

The County Manager must have:

- **Master's Degree** in Public Administration, Business Management, or closely-related field relevant to county operations
- **Local Government Experience** – knowledge and background in local government operations and management
- **Service Delivery Enhancement Experience** – skilled and knowledgeable about enhancing service delivery for the public sector
- **Expertise in Financial Management** – background and understanding of financial management principles, financial concepts as it relates to local government, budget creation and planning, making budget recommendations, etc.
- (Desired) **ICMA credentialed manager status** (ICMA-CM)

The County Manager must also possess a valid **Georgia Driver's License**.

KEY COMPETENCIES

The next County Manager should bring strong leadership, communication, operational, and strategic skills to support Bulloch County's continued growth and service to the community.

Leadership

The County Manager must be an effective and professional leader – capable of executing Board policies, setting direction, and supervising department heads without micromanaging.

Key leadership qualities include:

- Collaborative and consensus-building
- Supportive of staff and their development
- Decisive yet open to feedback and discussion
- Skilled at managing conflict professionally

Communication & Interpersonal Skills

Strong communication and relationship-building abilities are essential. The County Manager must engage a wide range of internal and external stakeholders, including the Board of Education, Georgia Southern University, Ogeechee Technical College, the Development Authority, Chamber of Commerce, and East Georgia Regional Hospital.

They should be:

- A clear, honest communicator and active listener
- Trust-building and personable
- Comfortable working with diverse groups and perspectives
- A strong facilitator of collaboration and dialogue

Operational Management

With significant population growth underway, the County Manager must effectively manage resources, support infrastructure and housing improvements, and strengthen tourism and economic development.

The ideal candidate will be:

- Innovative, decisive, and solutions-oriented
- Comfortable delegating and empowering staff
- Skilled at improving interdepartmental coordination
- Able to provide guidance on projects, goals, and daily operations

Performance Management

As many County employees approach retirement, developing the workforce is a top priority.

The County Manager should:

- Support employee development and retention
- Advocate for staff needs
- Communicate effectively to enhance performance and engagement

Strategic Thinking

Managing complex operations requires a strategic mindset focused on both short- and long-term goals.

The County Manager should be:

- Organized, adaptable, and resourceful
- Detail-oriented and capable of managing multiple priorities
- A forward-thinking problem solver



Key Priorities

Bulloch County's next County Manager will assist the County in its short and long-term objectives, maintaining and building on the County's success. Key priorities for this role include:

- **Building Community Relations:** Building positive community relations and engagement, public trust, and transparency.
- **Maintaining Fiscal Responsibility:** Ensuring fiscal sustainability (budgeting without raising taxes), budgeting and planning for long-term County growth, and balancing the need to maintain and grow County services without significant tax increases.
- **Strategic Long-term Planning:** Effective planning to manage the County's growth and goals, especially in regards to infrastructure development, revision zoning ordinances, and facilities planning.
- **Building Organizational Stability and Employee Morale:** Fostering organizational stability as staff retire or depart for new roles, assisting County efforts in recruiting and retaining talent, and supporting County staff and leaders to build employee morale.
- **Effective Implementation of Board Policies and Fostering Consensus:** Implementing Board policies and decisions while also building consensus, fostering collaboration amongst the Commissioners, and communicating the importance of and needs of County staff.
- **Building Intergovernmental Relations:** Build and maintain positive and collaborative intergovernmental relationships.



Work Environment

This position is a full-time, in-person office role. The County Manager works out of the Bulloch County Administration building in Statesboro, Georgia, and should be comfortable conducting work in a busy office environment, interacting with County employees, the Board of Commissioners, and other internal and external government stakeholders. The County Manager cannot hold another office or employment position while in the County Manager role.

Benefits and Compensation

The salary range for this position is **\$200,000-\$225,000**. The final salary determination will be determined based on the candidate's experience with input from Bulloch County's recently-completed compensation study.

Full-time employees of Bulloch County receive the following benefits:

- Healthcare, Dental, Vision Insurance
- Defined Benefit Plan
- 457(B) (tax-deferred retirement savings plan) available for employees
- Flexible Spending Account (FSA) for eligible health expenses, day care, or adult care
- Employee Assistance Program (EAP) Benefits
- Short and Long-term Disability Plans
- Life insurance
- Paid time off: Vacation, holidays, sick leave, bereavement

A full list of benefits available to County employees are shown in the [County Benefits Guide](#).

Relocation assistance for this position is available with approval from the Board of Commissioners on the maximum allowance.

How to Apply

Bulloch County, Georgia invites qualified candidates to apply for the position of County Manager. Pracademic Partners is assisting Bulloch County with this executive search. To apply, email your application materials to ian@pracademicpartners.com with the subject line: **Bulloch County, County Manager.**

Application materials must include:

- Resume
- Cover Letter
- Contact information for three (3) work-related references

This recruitment effort is confidential and all contacts, inquiries and communications will be treated as such throughout the process. Questions should be directed to Ian M. Coyle of Pracademic Partners at ian@pracademicpartners.com.

This position remains open until a final selection is made; candidates are encouraged to apply by **May 12, 2025.**

Interviews

If selected, candidates will complete a first round of interviews (virtually) with the selection committee. The second round of interviews will be in person. Finalists will meet with select County staff and must complete a background check. Candidates will also undergo a background check, a social media check and verification of their education credentials.