



# CHIEF HUMAN RESOURCES OFFICER

Human Resources Department

**Annual Salary:**

**\$158,953 to \$286,114 DOE/DOQ**

Wake County, North Carolina



**Are you a forward-thinking, people-focused leader with a deep understanding of public sector operations and change management?** If so, you might be the perfect fit to become Wake County's next Chief Human Resources Officer!

We're looking for an exceptional strategic partner who is:

- Skilled in leading high-performing teams across diverse HR functions
- Adept at unifying departments and fostering a collaborative, people-first culture
- Experienced with implementing major systems and compensation modernization efforts

**Passionate. Proactive. Purposeful. – read on to learn more about this opportunity!**



# ABOUT THE COMMUNITY

Wake County is one of the fastest-growing counties in the United States, known for its strong economy, high quality of life, and exceptional public services.

Located in the heart of North Carolina's Research Triangle, Wake County offers top-rated schools, world-class healthcare, abundant outdoor recreation, and a thriving arts and culture scene. Home to Raleigh and 11 other municipalities, it balances vibrant urban amenities with suburban comfort.

The County is nationally recognized for its high-performing public school system, excellent public parks and greenways, and a commitment to innovation in public service.



POPULATION  
**1.2 million+**



MEDIAN HOUSEHOLD INCOME  
**\$102,918**



MEDIAN HOME VALUE  
**\$500,000+**  
AVERAGE MONTHLY RENT  
**\$1,652**

Tourism



Chamber



Economic Development

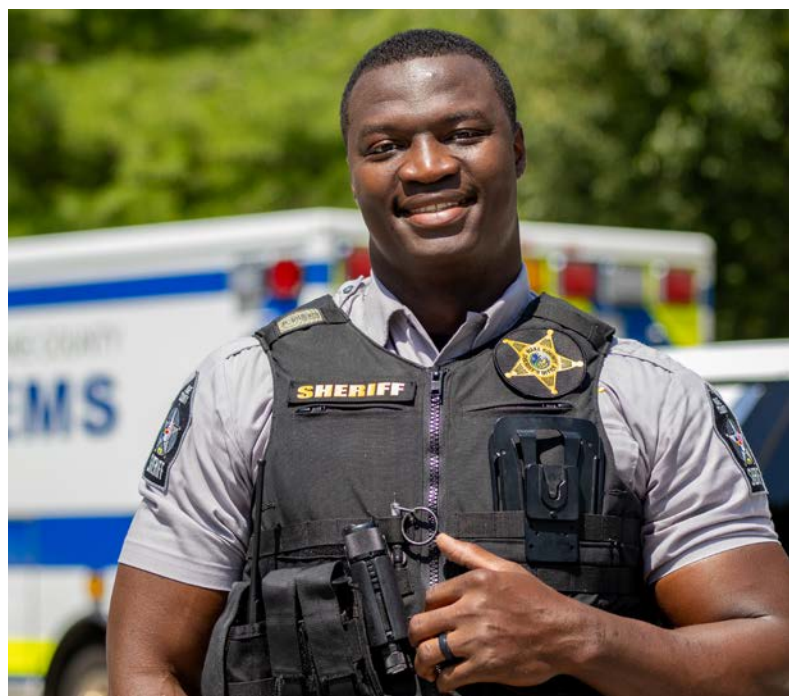


## GOVERNANCE & ORGANIZATION

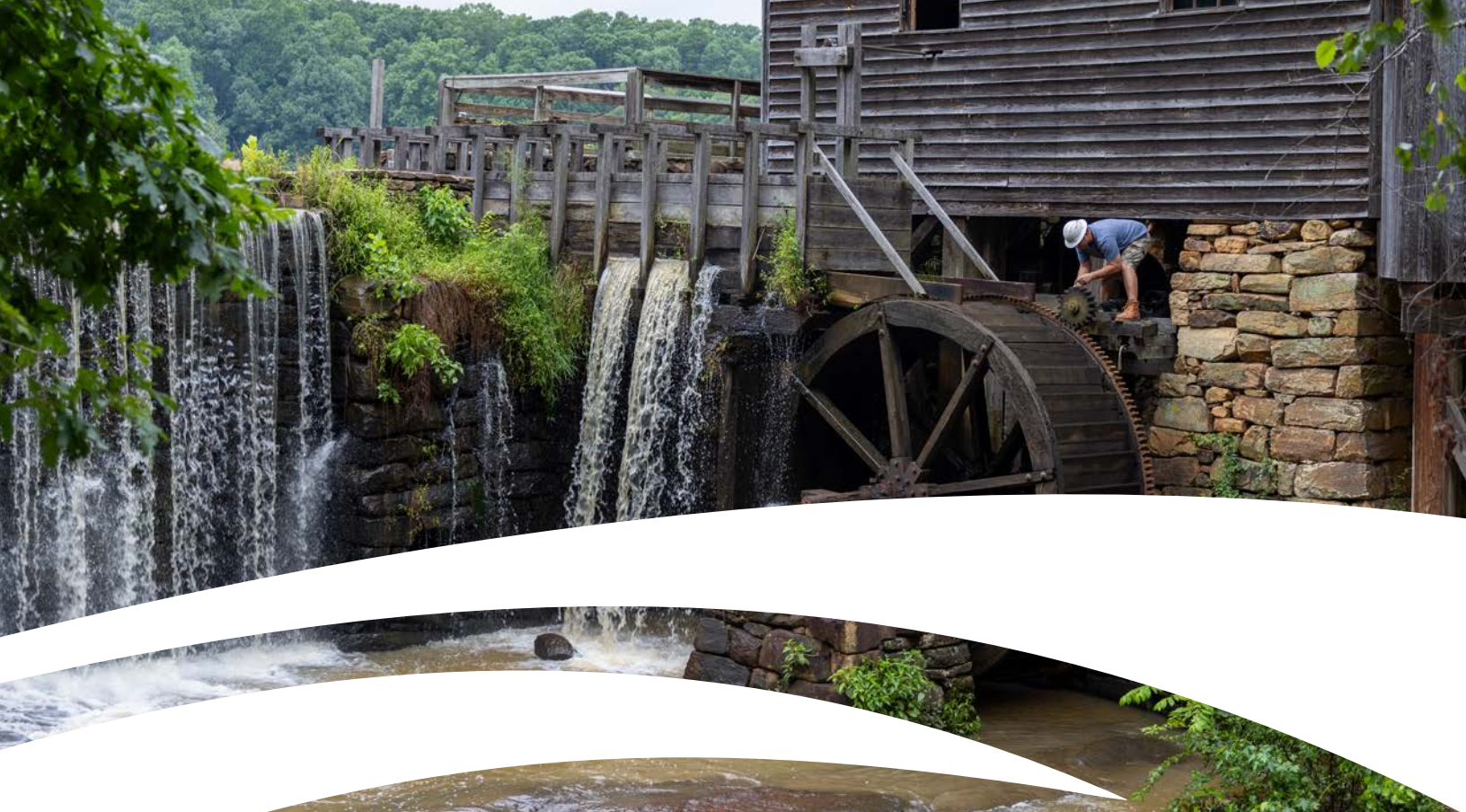
Wake County operates under a Commissioner-Manager form of government. The Board of Commissioners consists of seven members elected by district to staggered four-year terms (expanding to nine members in 2026).

The County provides a full range of services including:

- Health & Human Services
- Public Safety
- Environmental and Community Services
- General Government Administration







## THE JOB

The Human Resources Department provides County-wide HR support including Talent Acquisition, Benefits, Compensation, Organizational Development & Training, Payroll, and Employee Relations.

Reporting to the County Manager, the new Chief Human Resources Officer will:

- Lead 70+ HR professionals across eight functional areas
- Implement and optimize Wake's new Human Capital Management (HCM) system
- Conduct and act on salary and compensation studies to improve competitiveness
- Reinforce a collaborative, employee-focused HR culture
- Align HR strategies with the County's [2025-2029 Strategic Plan](#)

Full Job Description



## DIVISIONS WITHIN THE DEPARTMENT

- TALENT ACQUISITION
- TALENT DEVELOPMENT
- EMPLOYEE RELATIONS
- HRIS
- PAYROLL
- CLASSIFICATION & COMPENSATION
- BENEFITS & WELLNESS
- HR CUSTOMER SERVICE CENTER

## DEPARTMENT QUICKFACTS



EMPLOYEES

71



DEPT. BUDGET

\$10.5  
MILLION

PLUS: OVERSIGHT  
OF \$89M INTERNAL  
HEALTH/DENTAL FUND

## KEY PROJECTS FOR 2025/2026

- COMPLETING AN ORGANIZATIONAL ASSESSMENT TO EVALUATE EMPLOYEE SATISFACTION
- FINALIZING HCM IMPLEMENTATION AND IMPROVING PAYROLL/REPORTING ACCURACY
- LAUNCHING A COMPREHENSIVE COMPENSATION STUDY FOR LEADERSHIP ROLES
- REBUILDING INTERNAL HR CULTURE AND MORALE ACROSS DIVISIONS





## THE IDEAL CANDIDATE

The ideal candidate will have deep HR leadership experience in a complex, public-sector environment. They will demonstrate emotional intelligence, a collaborative mindset, and the ability to unify and inspire a diverse team.

Successful candidates will be strategic thinkers and effective communicators who lead with empathy and resilience. They must understand how to drive system-wide improvements while supporting frontline staff and internal clients. A people-first, in-person leadership style is essential to reestablish trust and connection.

## EXPERIENCE & QUALIFICATIONS

### Required:

- Bachelor's in HR Management, Public Administration, or Business
- Eight years of related experience, including four in senior leadership

### Preferred:

- Master's in Public Administration, HR, or Business
- Department head or executive leadership experience in local government
- SHRM or PSHRA certification



## SALARY & BENEFITS

**Compensation:** \$158,953 to \$286,114 DOE/DOQ

**Health Benefits:** Comprehensive medical, dental, and vision coverage; life and AD&D insurance

**Paid Leave:** Vacation, sick leave, parental, bereavement, and community involvement leave

### Retirement:

- North Carolina Local Government Employee Retirement System (LGERS)
- County-funded 5% 401(k) contribution with no match required

### Additional Perks:

- On-site parking and employee wellness center
- Flexible work schedules (in-person presence expected for this role)
- Cell phone or allowance provided
- Relocation assistance offered case-by-case

## HOW TO APPLY

Apply Here



For more information on this position, contact:

**Billy Owens, Senior Vice President**

[BillyOwens@GovernmentResource.com](mailto:BillyOwens@GovernmentResource.com) | 972-989-3686

*Wake County is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will undergo a comprehensive background check.*