



April 22, 2019

Rutherford County Board of Commissioners
289 N. Main St.
Rutherfordton, NC 28139

The North Carolina Association of County Commissioners and its program partner, the International City/County Management Association (ICMA), are committed to placing an NCACC-ICMA County Management Fellow with Rutherford County Government. The goal of the partnership with the county is to provide a nurturing environment and high-growth opportunity for a recent Master of Public Administration/Affairs (MPA) program graduate with career interest in North Carolina county management.

Working with ICMA and with UNC system MPA Directors, the Association has identified a pool of candidates for Rutherford County to consider for interviews for the placement. The county controls the interview process, offer and terms of employment (such as salary) with the Fellow.

Should Rutherford County reach agreement with a recent MPA graduate to become a Fellow, the county and the NCACC are bound by terms of a signed Memorandum of Understanding that is written to ensure a nurturing and positive environment for professional growth for the Fellow, and financial assistance from the NCACC to the county. The county is to draft a work plan that shows evidence of management-level projects to both challenge the Fellow and help them gain experience in a wide array of county service areas. All parties commit to the Fellowship for a minimum of 12 months, and a maximum of 24 months.

The provision of a professional mentor is an important aspect of the program, as a county's assigned mentor (or mentors) to the Fellow can help that person navigate the complex relationships and service areas that exist in county government, and help the Fellow develop some of the soft skills needed to be successful in a management capacity. The NCACC also makes available to the Fellow its regional outreach associate, which is a former county manager that can provide guidance and advice.

The NCACC also provides for the Fellow's membership in the NC City-County Management Association (NCCCMA), and assumes registration fees to NCCCMA Seminars, and NCACC educational offerings and membership events.

The NCACC placed its first County Management Fellow in 2014. Nine MPA graduates have completed fellowships, and eight of those are currently working in local government. Three were hired for full-time positions in the county that they served their fellowship.



We welcome the opportunity to partner with Rutherford County Government on the NCACC-ICMA County Management Fellowship Program.

Regards,

Jason King

Program manager, and Director of Education and Conferences