

**THOMAS COUNTY, GEORGIA**

*invites your interest in the position of*

**COUNTY  
MANAGER**



## ABOUT THOMAS COUNTY

Thomas County is seeking a highly qualified professional to serve as its next County Manager due to the current Manager retiring after 27 years of service. Located in the Red Hills region of South Georgia, Thomas County is a progressive rural community of approximately 46,000 residents located 45 miles west of Valdosta, Ga. and 35 miles north of Tallahassee Florida. The County is known for its rich history, southern hospitality, and strong sense of community. Thomasville, referred to as the “City of Roses,” serves as the county seat and the cultural and economic hub for the region, featuring beautifully preserved downtown architecture, award-winning dining, and year-round community events. Thomasville-Thomas County blends historic character with modern growth, offering residents and visitors a welcoming atmosphere, quality healthcare services, thriving local businesses, and a deep appreciation for arts, culture, tradition that supports a high quality of life.

Thomas County is recognized for its strong educational opportunities with two excellent public school systems, an independent private college preparatory day school for grades K-12 and higher education opportunities which include Southern Regional Technical College, a public community college that is part of the Technical College System of Georgia, and Thomas University a non-profit private college accredited by the Southern Association of Colleges and Schools.

Thomas County supports a diverse economy rooted in agriculture, healthcare, manufacturing, tourism, and small business development. Thomas County has been the headquarters for Flowers Foods since the Flowers family opened its first bakery here in 1919. Now a nationwide cooperation with over 10,000 employees, Flowers Foods is one of the largest producers of packaged bakery goods sold under several brand names including “Nature’s Own”, “Dave’s Killer Bread”, “Canyon Bakehouse”, “Wonder”, and “Tastykake”.

Outdoor recreation is an important part of the community, with scenic plantations, parks, walking trails, and nearby natural resources providing opportunities for hunting, fishing, and family-friendly activities. With a tradition of civic engagement and community leadership, Thomas County continues to attract families, professionals, entrepreneurs, and retirees seeking a connected and vibrant place to live and work. Its combination of economic opportunity, cultural heritage, educational excellence, and small-town warmth makes Thomas County a distinctive and valued part of southwest Georgia.





## ABOUT THE COUNTY GOVERNMENT

The Thomas County Government local governing authority is an eight-member Board of Commissioners that serve four-year staggered terms, representing eight geographic regions of the county. The County Manager is appointed by the Board of Commissioners and oversees the day-to-day operations, finances, human resources, and workforce activities for all services excluding those provided by the elected constitutional officers.

Department managers for Planning/Zoning, E-911, Emergency Services, Facilities Maintenance, Fleet Services, Public Works, and Elections report directly to the County Manager. Thomas County employs a diverse workforce of 430 full-time and part-time employees across various departments.

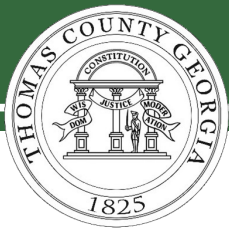
The annual general fund budget is \$50 million with multi-year capital budgets totaling \$37.7 million. County-wide services include road maintenance and construction provided by the Public Works Department, Emergency Medical Services, Law Enforcement Services provided by the Sheriff, UGA Cooperative Extension Services, Solid Waste/Landfill Services, a fully staffed fire service for the small towns and unincorporated areas of the county and a Sports Shooting Range. Support services include Finance, Human Resources, Facilities Maintenance, and Fleet Services. Judicial services include Superior Court, State Court, Juvenile Court, Probate Court, Magistrate Court, District Attorney, and Public Defender.

## ABOUT THE POSITION

The County Manager is the Chief Administrative/Executive Officer and is responsible to the Board of Commissioners for the administration of all county affairs as required by a local legislative act approved by the Georgia General Assembly.

- Manages activities of county departments by assigning priorities and objectives to department heads and professional staff; reviews/approves management reports regarding department and administrative activities.
- Oversees the preparation and administration of the annual county budget; prepares and presents an annual balanced budget to the Board.
- Oversees the preparation of the agenda and related documentation for meetings of the Board of Commissioners.
- Provides leadership and direction in the development of short- and long-range plans; gathers, interprets, and prepares data for studies, reports, and recommendations for decision-making purposes.
- Oversees the implementation of policies as adopted by the Board of Commissioners.
- Provides professional advice to the Board of Commissioners; provides direction to department heads.
- Attends and represents the county at local, regional and state meetings regarding policies and issues that impact the county; serves as the county's representative on a variety of boards and authorities; represents the county to a variety of state government entities.





## EXPECTED PROFESSIONAL BACKGROUND & QUALIFICATIONS

- A Bachelor's Degree is required in Public Administration, Business Administration or Management, Urban Planning or related degree from an accredited university. A master's degree is preferred.
- A minimum of five years of executive management experience in a local government organization with similar complexity to Thomas County is expected. Previous experience in a county leadership role as a county manager/administrator or assistant is a plus.
- Evidence of continued professional development, such as the ICMA Credentialed Manager designation or Certified Public Management program is a positive indicator of dedication to the profession and will be noted during the candidate vetting process.
- Any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities to perform the essential functions of this position.

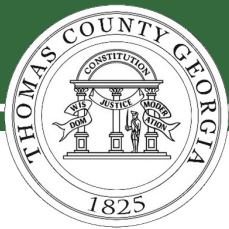


## THE IDEAL CANDIDATE

The ideal candidate for Thomas County will be an ethical, approachable, and community-oriented leader who values transparency, accountability, and strong public service. This individual should embrace innovative and practical solutions while respecting the traditions and rural character that make Thomas County unique. The successful County Manager will work collaboratively with elected officials, staff, business leaders, and residents to advance a shared vision for responsible growth and long-term sustainability. Thomas County is in the beginning stages of renovating the county jail which is operated by the Sheriff. The successful candidate will need to have experience in oversight of capital projects to ensure this and other projects remain within budget and constructed on time. The new Manager will be expected to provide well researched recommendations and oversight to upgrades of the 911 emergency center expected to be implemented in the near future.

The ideal candidate will possess strong interpersonal and leadership skills, with the ability to build trust and maintain positive relationships throughout the community. Thomas County seeks a confident, steady, and accessible professional who can effectively balance economic development, infrastructure needs, and fiscal responsibility while preserving the county's quality of life and agricultural heritage. The ideal candidate will need to have a strong financial background to ensure Thomas County maintains its strong financial position, utilizes a transparent budget process that maximizes revenues, and controls expenditures, and assures procurement policies are uniformly applied across all departments and functions are the County.

The successful candidate should be an attentive listener and skilled communicator who engages openly with citizens from diverse backgrounds and perspectives. The Manager must be visible in the community, responsive to constituent concerns, and capable of fostering collaboration among county departments, regional partners, and local municipalities.



## COMPENSATION AND BENEFITS

The expected starting salary range for the County Manager is **\$165,000 - \$190,000 depending on experience and qualifications**. Thomas County offers a competitive benefits package designed to support employees' health, wellness, and long-term financial security.

- Health (Employee & Children), dental and vision insurance
- Defined Benefit Retirement Plan with a 10-year vesting period
- 457(b) Deferred Compensation Plan and Roth 457 Deferred Compensation Plan (Voluntary)
- Paid Leave Benefits including Paid Time Off (PTO), Sick Leave and Paid Holidays
- Employee Assistance Program (EAP)
- Life Insurance Options
- Short-Term and Long-Term Disability Benefits
- Flexible Spending Accounts (FSA)
- Relocation assistance is negotiable



## TO APPLY

Interested candidates must submit by email a cover letter, resume, a list of at least five job related references (with email and phone numbers), as well as salary history **no later than 5pm (ET) June 19, 2026, to [lisaward912@gmail.com](mailto:lisaward912@gmail.com)**

Please direct any questions to Lisa Ward, Senior Associate, Mercer Group Associates, at [lisaward912@gmail.com](mailto:lisaward912@gmail.com) or Cell 706-983-9326; or Alan Reddish, Senior Associate, Mercer Group Associates, Cell: 706-614-4961.

*Thomas County is an Equal Opportunity Employer.*

