

VACANCY ANNOUNCEMENT
Superintendent of Schools
Buncombe County, North Carolina

The Buncombe County Board of Education is seeking a Superintendent to lead Buncombe County Schools (BCS). Candidates must have or be qualified to hold a Superintendent license in North Carolina. Prior experience and a doctoral degree are preferred but not required. The individual chosen will be required to live in Buncombe County.

Candidates should demonstrate a strong ability in: 1) instructional and administrative leadership; 2) partnering with community members, school personnel and government officials; 3) public relations and family engagement; 4) long and short term planning; 5) budgeting; 6) personnel management and staff development; and 7) facility management.

Buncombe County is located in vibrant Asheville, North Carolina. Some of the local attractions include award-winning restaurants, a variety of outdoor activities, museums, music venues and of course, the beautiful mountains of western North Carolina.

The county has an estimated population of 275,000 and is home to the largest school system in Western North Carolina with approximately 22,000 students in 45 schools. Of those, 6 are high schools, 11 middle/intermediate schools, and 23 elementary/primary schools. There are four cooperative innovative high schools including BCS Early College and the Martin L. Nesbitt Discovery Academy, a STEM school. The system also includes BCS Virtual Academy, a K-12 online school. BCS also has after-school care programs in 17 elementary schools. The school district employs almost 4,000 licensed and non-licensed staff and is one of the largest employers in Buncombe County.

BCS is consistently recognized for its strong academic, arts, and athletic performance over the last several years. The Board is searching for a Superintendent who will continue this tradition of academic achievement and excellence.

Applications must be received in the office of the School Board Attorney by July 27, 2026.

Questions should be directed to: Dean Shatley, Campbell Shatley, PLLC, at 674 Merrimon Ave., Suite 210, Asheville, NC 28804; Phone (828) 378-0064 or via e-mail at Dean@csedlaw.com. All inquiries will be kept confidential. Candidates should be prepared to take office in the fall of 2026.

Equal Employment Opportunity. Buncombe Schools is an Equal Opportunity Employer. The Board does not discriminate on the basis of sex, race, disability, age, color, religion, national origin, military status, or any other legally protected status in making employment decisions.