**10/26/2026**
**Rural Health Workforce Development Lead**
**Human Services Planner/Evaluator III**
**Salary Grade (72)**
**Salary Range: $63,659 to $118,020**

*It is the practice of GVPH to post the entire salary range for each job posting from hiring level to top of the range. Salary offers will be commensurate with experience, education, and equity with others in the agency upon hire. Local government entities may not offer salary levels outside of the posted salary range for each job posting.*

Granville Vance Public Health (GVPH) is seeking a collaborative planner and evaluator to serve as Rural Health Workforce Development Lead for the Rural ROOTS Hub. GVPH serves as the Eastern Sub-Region and Public Health Anchor Partner for the NC ROOTS Region 4 Hub under the North Carolina Rural Health Transformation Program, through a subrecipient agreement with UNC Health as Hub Lead, supporting a 14-county service area (Alamance, Caswell, Chatham, Durham, Franklin, Granville, Johnston, Nash, Orange, Person, Vance, Wake, Warren, and Wilson Counties). This position leads the Hub's work to improve recruitment, training, placement, and retention of the rural health workforce. The position reports to the Rural ROOTS Hub Director / Chief Compliance Officer (Human Services Planner/Evaluator IV) and is one of four Planner/Evaluator III workstream leads in the Rural ROOTS portfolio.

**PRIMARY PURPOSE**: The Workforce Development Lead owns the design, implementation, partner relationships, measures, quality improvement, and deliverables of the Rural ROOTS Workforce Development workstream. The position maintains a regional assessment of workforce needs, shortages, vacancies, recruitment and retention barriers, training capacity, and pipeline opportunities, and develops the workforce work plan using NC Health Workforce data and partner input. The Lead identifies opportunities to establish or expand rural residency, fellowship, clinical rotation, internship, apprenticeship, and preceptorship programs; assesses clinical-site, preceptor, housing, transportation, and technology needs; and coordinates initiatives addressing EMS and other priority workforce shortages, including career pathways and employer-education partnerships. The position coordinates with hospitals, FQHCs, rural health clinics, local health departments, EMS agencies, behavioral health providers, community colleges, universities, AHECs, and workforce boards; facilitates workforce workgroups; tracks KPIs such as residency and fellowship expansion, new EMTs, licensed-professional supply, vacancy trends, and primary care clinician capacity; and maintains grant documentation and audit-ready records. GVPH is the employer of record; the position is funded primarily through Rural ROOTS, and the initial Grant Activity Period runs June 2026 through October 2027, with continuation subject to the availability of federal funds. The usual schedule is Monday through Friday, 8:30 a.m. to 5:00 p.m., with occasional evening or weekend hours for meetings and community events; a regular schedule of work-from-home days may be arranged where it serves the role. Regular travel within the Region 4 service area and occasional travel elsewhere in North Carolina are required.

**MINIMUM REQUIREMENTS**: Planner: A master's degree in public or human service administration or a human services programmatic field, preferably with course work in human

services planning, and two years of human service experience, one of which must have been in human service program planning; or graduation from a four-year college or university and four years of progressive administrative or consultative experience in human service program, one of which must have been in human service program planning; or an equivalent combination of education and experience. Evaluator: A master's degree in the field of psychology, sociology, or social work and two years of experience in research and evaluation, using statistical methodologies in human service programs; or graduation from a four-year college or university with a degree in one of the above fields of study and four years of experience in research, evaluation, and statistical application in the human service field; or an equivalent combination of education and experience.

**Required Licensure or Certification**: None required by statute or regulation. A valid driver's license and reliable transportation are required for regular travel within the Region 4 service area.

**PREFERRED QUALIFICATIONS:** Experience in rural health, workforce development, health-professional education, workforce data analysis, health care recruitment and retention, EMS, higher education, AHEC programming, or regional partnership development. Experience using health workforce data to support planning and performance measurement. Considerable knowledge of human services workforce planning, rural health delivery, program planning, data analysis, and stakeholder engagement. Demonstrated ability to develop practical regional strategies, coordinate multiple organizations, evaluate program effectiveness, manage projects independently, and communicate effectively with employers, educators, clinicians, government agencies, and community partners.

***Equivalent Combination of Education and Experience:*** *Some positions may allow applicants to qualify through an equivalent combination of education and directly related experience. This means applicants may qualify through years of education, years of directly related experience, or a combination of both, when applicable to the position requirements*

**COMPENSATION PACKAGE**: GVPH offers competitive benefits including paid group medical insurance, N.C. Local Government Employees Retirement System membership, thirteen paid holidays, vacation and sick leave. Other voluntary group benefit options are available, including 401(k), 457(b), dental insurance, life insurance, vision insurance and flexible spending accounts.

**APPLICATION PROCESS: To apply for this position, interested applicants must submit the following: a completed State application (PD 107), certified college transcripts (if applicable), and three work-related references.** Applications may be completed and submitted electronically through the job posting on our website at https://gvph.org/about/job-opportunities/, where applicants can complete the State application (PD 107) online and attach a resume, transcripts, certifications, references, and any other supporting documents. This position is open until filled with first review of applications on November 1, 2026. Applicants may also submit via email to humanresources@gvph.org or postal mail to:

**Human Resources Manager**
Granville Vance Public Health
Post Office Box 367
Oxford, North Carolina 27565

**SELECTION PROCESS:** The selection process includes review of qualifications, structured interviews, reference checks on qualified applicants and successful completion of a pre-employment drug screen. This position will remain open until it is filled.