



NORTH CAROLINA REAL ESTATE COMMISSION
Executive Director





The Position

The North Carolina Real Estate Commission (NCREC) is seeking a visionary and principled leader to serve as its next Executive Director. This is a premier opportunity for a strategic executive to lead one of the state's most influential regulatory bodies, ensuring the integrity of the real estate profession while safeguarding the interests of residents across North Carolina. The ideal candidate will step into a role that demands a balance of high-level administrative expertise and a commitment to public service, working within a stable, professional environment to modernize systems and uphold the highest standards of real estate education, licensing, and regulation.

As the Chief Executive Officer for the Commission, the Executive Director provides leadership and direction to a comprehensive state agency. The Director is responsible for the oversight of all Commission activities, including the education and licensing and renewal process for thousands of professionals, regulatory investigations, and disciplinary actions. This role involves significant budget accountability and the management of a high-performing team. The Executive Director oversees personnel management through a group of division directors, ensuring that the agency's administrative infrastructure—from HR and finance to office operations—is efficient and responsive to the needs of both the Commission and the public.

Reporting directly to the nine-member Commission, The Executive Director serves at the direction of the Commission and is accountable for implementing the policies, strategic priorities, and regulatory objectives established by the Commission. The Executive Director serves as the primary liaison between the agency and the North Carolina General Assembly, state officials, and industry stakeholders. This collaborative leader is responsible for formulating draft rules and policies, monitoring proposed legislation, and ensuring the agency remains in strict conformance with North Carolina General Statutes and the Administrative Code.

Success in this position is measured by the Executive Director's ability to weave strategic planning into the daily fabric of the organization. Key priorities include the successful implementation of long-term strategic initiatives, the effective management of pending regulatory cases, and the maintenance of a transparent, inclusive workplace culture. By providing sound recommendations to the Commission and fostering strong relationships with regional and state partners, the Executive Director ensures that the North Carolina Real Estate Commission continues to be a national leader in regulatory excellence and consumer protection.

Priorities

- Prioritize building trust and rapport with the nine-member Commission and the agency's 70+ professionals, establishing a clear, forward-looking vision for the organization.
- Proactively distinguish the Commission's regulatory mission from industry advocacy organizations, ensuring that the "public protection" focus remains at the forefront of all communications, policy development, and stakeholder engagement.
- Evaluate the agency's current infrastructure and embrace emerging technologies, including artificial intelligence and third-party vendor partnerships.
- Work collaboratively with the senior leadership team to support a cohesive team environment while ensuring all staff members are held to high performance and ethical standards through timely and consistent evaluations.
- Strengthen relationships with the North Carolina General Assembly and state-level officials, while actively participating in national organizations like ARELLO to ensure the Commission remains a national model for real estate regulatory excellence and stays abreast of industry-wide changes.

The Successful Candidate

The successful candidate will ensure the Commission's mission remains independent from industry advocacy and firmly rooted in consumer protection.

The next Executive Director of the North Carolina Real Estate Commission is a strong leader who balances a "public-first" mindset with a strategic approach to organizational growth. The ideal candidate respects the agency's legacy of excellence as a national model while serving as a catalyst for future innovation. This individual is an independent thinker with the professional courage to ensure the Commission's mission of consumer protection remains distinct from industry advocacy, upholding the highest ethical standards in every decision.

The successful candidate is a people-centered executive who leads by example and fosters a collaborative, high-performance work environment for a dedicated staff of approximately 70 professionals. As a respected mentor, the Director delegates effectively to a tenured senior management team while maintaining clear accountability and ensuring the organization remains agile. The ideal leader understands the value of a strong organizational culture and will establish consistent in-office standards to preserve the agency's reputation for responsiveness, team cohesion, and exceptional service delivery.

The Executive Director ensures the timely processing of licensing, investigations, and disciplinary actions with measurable performance standards.

This position requires exceptional political savvy and the ability to navigate complex relationships with the nine-member Commission, state legislators, and various stakeholders. The Executive Director serves as the primary face of the organization, possessing the diplomatic skills to maintain productive partnerships with advocacy groups while protecting the agency's autonomy. The ideal candidate provides the Commission with clear, objective guidance and data-driven options, working collaboratively to implement a shared vision for the real estate profession in North Carolina.

The next Executive Director is a technologically savvy professional who embraces modern tools, including AI and strategic third-party partnerships, to enhance the licensing and regulatory experience. Leverages modern technology, including AI and workflow systems, to improve licensing efficiency, case management, and public access to information. They bring a strong foundation in real estate law and the rule-making process; while a bachelor's degree and five years of managerial experience are required, a Juris Doctorate and a background in real estate brokerage or regulation are highly preferred. Known regionally or nationally within the regulatory community, the successful candidate is committed to long-term leadership and the continued excellence of North Carolina's premier real estate commission.





Qualifications

Minimum requirements include any combination of education and experience equivalent to a bachelor's degree in business management, public administration, or a closely related field and at least five years of progressively responsible executive-level managerial and administrative experience. Candidates must demonstrate success in directing the activities of a complex organization, supervising professional staff through division directors, and managing significant budgets and strategic planning initiatives.

Preferred qualifications include a Juris Doctorate (JD) and a licensed background in law or real estate brokerage. The ideal candidate will possess extensive knowledge of North Carolina real estate statutes and the administrative code, along with a working understanding of the state's legislative and rule-making processes. Experience implementing modern technological solutions or artificial intelligence within a regulatory environment and a history of active engagement with national regulatory organizations, such as ARELLO, are also highly desirable. Given the high-profile nature of the position, the successful candidate should have a proven track record of maintaining high ethical standards while managing sensitive and controversial situations with diplomacy and independence.

The Organization

The North Carolina Real Estate Commission (NCREC) is a premier, independent state governmental agency dedicated to protecting the public interest in real estate brokerage transactions. The Commission is established by state law to ensure that real estate professionals are competent, ethical, and fit to serve the residents of North Carolina.

The Commission is governed by a nine-member Board of Commissioners who serve staggered three-year terms. The Executive Director serves as the Chief Executive Officer, reporting directly to this body and leading a dedicated team of approximately 70 full-time employees (FTEs). Operating from its own facility in Raleigh, the agency is financially stable and well-funded, supported by the licensing and renewal fees of more than 120,000 brokers and firms.

The work of the Commission is structured around core divisions: Executive/Administration, Education and Licensing, and Regulatory Affairs. Together, these teams manage the licensing process, oversee the state's real estate education programs, and investigate complaints to ensure compliance with the North Carolina Real Estate License Law (G.S. 93A).

The Commission's mission is to protect the public interest in real estate brokerage transactions through several key strategic objectives:

- **Education and Competency:** Effectively administer and improve the quality of pre-licensing, post-licensing, and examination programs to ensure all applicants possess the requisite character and fitness to act as brokers.
- **Compliance and Enforcement:** Investigate complaints against licensees in a thorough and timely manner, managing disciplinary cases with efficiency and fairness.
- **Resource and Outreach:** Serve as a primary real estate information resource for both licensees and consumers, identifying and addressing emerging issues through rule-making and proposed legislation.
- **Administrative Excellence:** Employ and manage a high-performing staff, maintain modern office facilities, and construct systems and procedures that ensure the effective and efficient conduct of Commission business.

The Raleigh Community

Known as the “City of Oaks” for its lush tree canopy and vibrant green spaces, Raleigh is the capital of North Carolina and the heart of one of the fastest-growing regions in the United States. As a primary anchor of the world-renowned Research Triangle—alongside Durham and Chapel Hill—Raleigh offers the perfect intersection of Southern hospitality, academic intellectualism, and high-tech innovation.

Strategically located in the center of the state, residents enjoy the best of North Carolina’s geography, with the sun-drenched Atlantic beaches only two hours to the east and the scenic Blue Ridge Mountains just three hours to the west.

Raleigh is home to nearly 480,000 residents and is celebrated for its incredible diversity and welcoming atmosphere. The city’s population has surged by nearly 25% over the last decade, fueled by a steady influx of international talent and young professionals drawn to the region’s booming economy. This growth has created a rich cultural tapestry where historic neighborhoods like Oakwood, with its stunning 19th-century Victorian homes, sit comfortably alongside sleek, modern downtown high-rises and innovative mixed-use developments.

The city is often referred to as the “Smithsonian of the South,” boasting a high concentration of world-class, free-admission museums. The North Carolina Museum of Art, the Museum of Natural Sciences, and the Museum of History offer endless opportunities for discovery. Downtown Raleigh serves as a cultural hub with the Duke Energy Center for the Performing Arts, a thriving live music scene, and an award-winning culinary landscape that features everything from traditional barbecue to James Beard-recognized fine dining.

Outdoor enthusiasts find a sanctuary in Raleigh’s expansive parks and greenway system. The city features more than 200 parks and the Capital Area Greenway, a 112-mile network of paved trails that connect neighborhoods to nature. Dorothea Dix Park, a 308-acre urban park currently undergoing a visionary transformation, serves as the city’s “central park,” offering breathtaking skyline views and community festivals. For deeper exploration, the 5,600-acre William B. Umstead State Park provides a rugged retreat for hiking, horseback riding, and cycling right at the city’s edge.

Education is a cornerstone of the Raleigh identity. The city is served by the Wake County Public School System, consistently ranked as one of the top large public districts in the nation. As home to North Carolina State University and in close proximity to Duke University and the University of North Carolina at Chapel Hill, the region benefits from a constant pipeline of research and talent. This academic infrastructure supports a powerhouse economy driven by technology, biotechnology, healthcare, and government. With major expansions from global leaders like Apple and Google, Raleigh continues to solidify its status as a premier global tech hub.

Consistently ranked by U.S. News & World Report and Forbes as one of the best places to live and work in America, Raleigh offers an unparalleled quality of life. Whether you are exploring the bustling Warehouse District, attending a National Hockey League Carolina Hurricanes game, or enjoying a quiet afternoon under an ancient oak tree, Raleigh is a city that invites you to plant roots and thrive in a community built for the future.



Compensation and Benefits

The starting salary range is **\$182,915-\$219,498**, based on education and experience, and it is negotiable with an excellent benefits package.



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until **May 15, 2026**.



Questions

Please direct questions to Pamela Wideman at pwideman@raftelis.com and Kelsey Batt at kbatt@raftelis.com.