



Carroll County
INDIANA
ECONOMIC
DEVELOPMENT
CORPORATION

CHIEF EXECUTIVE OFFICER



CARROLL COUNTY AT A GLANCE

Carroll County, Indiana, is a rural county located in the north-central part of the state, with Delphi serving as its county seat. The county is known for its rich agricultural heritage, with vast farmland and small towns that contribute to its close-knit community feel. The Wabash River runs through the county, providing scenic landscapes and outdoor recreation opportunities. Established in 1828, Carroll County has a history rooted in early American settlement and continues to maintain a strong connection to its past through historic sites like the Wabash & Erie Canal Park and the Delphi Opera House.

The local economy is primarily driven by agriculture, with corn and soybean farming playing a significant role. Livestock farming, particularly hog and cattle production, also contributes to the county's agricultural output. Additionally, manufacturing and small businesses support the economy, with some industrial employers providing jobs in food processing, metal fabrication, and other production sectors. Delphi and other towns in the county have seen efforts to revitalize their downtown areas, with local businesses, restaurants, and tourism initiatives playing a role in economic development.

PEOPLE



POPULATION:
20,603

GROWTH RATE:
+2.6%
(2017-2023)

REGION:
500,000+
within commuting distance

MEDIAN AGE:
43 YEARS

EDUCATION:
89%
with HS Degree or higher

PLACE



SIZE: 372 square miles
238,000 acres

ACCESS:

Hoosier Heartland Highway, 1-65 and more; two rail lines

MEDIAN FAMILY INCOME:
\$57,019



ECONOMY

COST OF LIVING INDEX:
85.9

(U.S. average 100)



WORKFORCE

LOCAL LABOR FORCE:
9,497

UNEMPLOYMENT RATE:
4.5%

February 2025

METROPOLITAN STATISTICAL AREA

248,791 (Labor pool within a 35-mile radius)

LARGEST CITIES BY POPULATION:

1. Delphi | 2,972
2. Flora | 2,110
3. Camden | 596
4. Burlington | 522

LARGEST INDUSTRIES BY EMPLOYMENT

1. Goods, Processing
2. Manufacturing
3. Transportation/Utilities
4. Hospitality

At A Glance (Continued)

Carroll County has a population of around 20,000 residents, with a demographic composition that is predominantly White, along with a small but growing Hispanic population. The county has a mix of families, retirees, and young professionals, though like many rural areas, it has experienced some population decline in recent years due to economic shifts and urban migration. The public school system is a vital part of the community, with schools in Delphi and Flora providing education for local students.

Despite its small size, Carroll County offers a strong sense of community, with annual festivals, local events, and active civic organizations that bring residents together. Outdoor recreation, including fishing, hiking, and boating along the Wabash River, adds to the county's appeal for those who enjoy rural living. With a blend of agricultural traditions and small-town charm, Carroll County continues to evolve while maintaining its historical and cultural roots.

The Executive Director/Chief Executive Officer provides visionary leadership, strategic direction, and operational oversight for the Carroll County Economic Development Corporation (CCEDC). The CEO is responsible for fostering economic growth by attracting and retaining businesses, enhancing workforce development, and collaborating with public and private stakeholders to create a sustainable and diversified economy, with a strong emphasis on agriculture as a key pillar of the local economic landscape.

The CEO works closely with local government officials, elected leaders, businesses, educational institutions, and other stakeholders to create a sustainable, diversified, and thriving economy for Carroll County.



ABOUT THE POSITION

The Chief Executive Officer (CEO) of the Carroll County Economic Development Corporation (CCEDC) is responsible for providing strategic leadership, operational oversight, and economic growth initiatives to benefit Carroll County. The CEO's primary role is to attract and retain businesses, develop a sustainable workforce, and collaborate with key stakeholders to create a thriving local economy. A strong emphasis is placed on agriculture as a key pillar of the county's economic strategy. The CEO serves as the primary representative of the CCEDC, advocating for policies that support business growth and infrastructure development.

A significant part of the CEO's responsibilities involves business attraction and retention. This includes developing marketing strategies to showcase Carroll County as an ideal business location, engaging with potential investors, and working closely with existing businesses to support their growth and sustainability. The CEO must regularly interact with business owners to understand their challenges, provide resources, and develop solutions that prevent downsizing or relocation. Collaboration with regional and state economic development partners is also crucial to ensuring Carroll County remains competitive in securing investment and job opportunities.

Workforce development is another key area of focus for the CEO. This involves partnering with educational institutions, workforce agencies, and local businesses to align training programs with industry needs. By fostering relationships between schools and employers, the CEO helps create talent pipelines that address labor market demands. Additionally, the CEO must analyze workforce data and economic trends to anticipate future skill requirements and adjust strategies accordingly.

Infrastructure development and site acquisition also fall under the CEO's purview. The CEO is expected to work with public and private partners to identify and prioritize infrastructure projects that will drive economic growth, such as transportation networks, utilities, and broadband access. The role includes securing funding through grants and partnerships and ensuring that infrastructure improvements align with the county's long-term economic goals. In addition, the CEO leads efforts to acquire and develop commercial and industrial sites, ensuring they are properly zoned and prepared for business use.

Finally, the CEO is responsible for operational and fiscal management of the CCEDC. This includes overseeing staff, managing budgets, and providing regular updates to the Board of Directors. The CEO is expected to attend board meetings, offer strategic recommendations, and implement board decisions effectively. By maintaining strong relationships with government officials, business leaders, and community organizations, the CEO plays a vital role in fostering economic prosperity and long-term growth for Carroll County.

AREAS OF FOCUS



01

Wired for Growth

A combined \$12.0 M in investments is expanding fiber-optic and other broadband networks across 200 miles of Carroll County and bringing highspeed, low-cost internet to 4,500 homes— that’s half of all the homes in Carroll County. The investments come from Fiberhawk, Comcast, Broadway Broadband and Mulberry Telecommunications.

Industrial Investments

02

Carroll County currently has six industrial parks under way, offering various advantages, including rail access, highway frontage, and local tax-incentive packages.

Hoosier Heartland Industrial Park

This 60-acre industrial park located along the Hoosier Heartland Highway (SR-25) in Delphi has five lots and approximately 52 acres still available for development. The CCEDC partnered with Katz, Sapper and Miller to develop a manufacturing-ready shell building, with a floor area of approximately 50,000 sq. ft., as part of a broader economic development strategy to boost investment in the county.

JNT Farms

This approximately 90-acre commercial property in Camden has recently been rezoned to I-2 to permit industrial activities. This property abuts a rail line served by Genesee & Wyoming Railroad Service on its western boundary and has been selected for the Duke Energy Site Readiness Program, which identifies high-potential sites to ready them for market.

Project 218 Industrial

Also along the Hoosier Heartland Highway in Delphi, this I-2 zoned includes three different parcels of 12, 28 and 60 acres. This property is located within a Commercial TIF and features a loop fed electricity supply and 1,000+ feet of rail access served by Norfolk Southern.

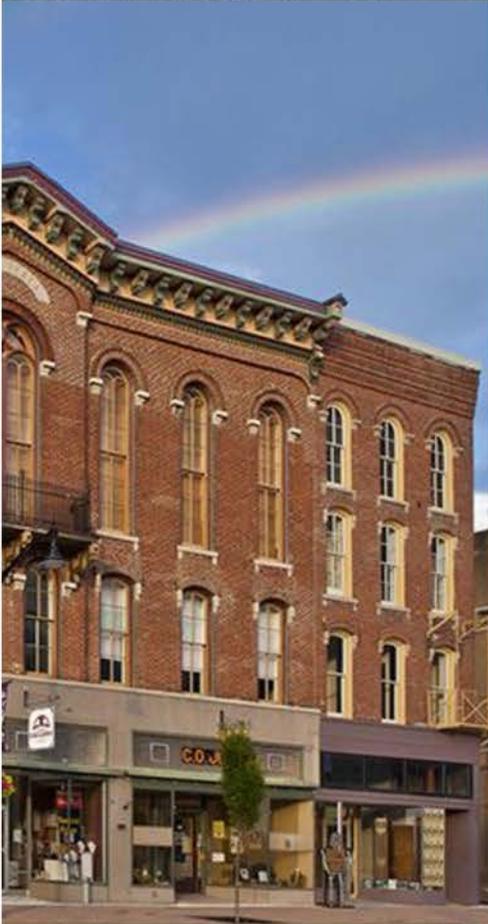
QUALIFICATIONS

-  Bachelor's degree in economic development, business administration, public administration, finance, urban/regional planning, or a related field (Master's degree preferred).
-  Minimum of seven (7) years of leadership experience in economic development, business development, public administration, or a related field.
-  Certified Economic Developer (CEcD), Economic Development Finance Professional (EDFP), American Institute of Certified Planners (AICP), or similar credentials.
-  Strong understanding of economic development principles, business retention/expansion strategies, and public-private partnerships.
-  In-depth knowledge of local, state, and federal economic development programs, incentives, and funding sources.
-  Excellent leadership, negotiation, and relationship-building skills.
-  Strong public speaking and advocacy abilities.
-  Proficiency in financial management, strategic planning, and project management.
-  Knowledge of land acquisition, entitlement process, site development and commercial real estate.

COMPENSATION & BENEFITS



Base salary range \$70,000 to \$80,000 +/- DOQ plus benefits and performance-based incentives.



HOW TO APPLY

Applicants may send a resume, cover letter and contact information for three (3) professional references to info@CarrollCountyEDC.com.

The Carroll County Economic Development Corporation is an Equal Opportunity Employer.



carrollcountyedc.com/



info@CarrollCountyEDC.com.

