

Charming Eastern NC Community Seeks City Manager

The City of Clinton (pop approx. 8700) is seeking an experienced, entrepreneurial and community-oriented government leader for the position of **City Manager**. With the ability to work effectively within the Council-Manager form of government, the successful manager will inherit a high-performing and veteran group of department directors.

The Community:

Clinton is the County Seat for Sampson County and is a diverse and historical community with a rich agricultural heritage. As a prior recipient of the "All-America City" award, Clinton demonstrates its commitment to a sense of community and an outstanding quality of life for its citizens. Residents can enjoy shopping and dining in the beautifully renovated downtown or have fun and exercise at one of the wonderful parks throughout the city. Clinton residents can take advantage of the many cultural, economic, and recreational offerings while still enjoying life in a smaller community. Clinton is within commuting distance to Fayetteville, Fort Bragg, and North Carolina's Capital City, Raleigh. The community is conveniently located within a few hours of the beautiful Blue Ridge Mountains and an hour from the beaches in and around Wilmington. Clinton has much to offer and is "[The Perfect Place to Call Home.](#)"

Position Description and Responsibilities:

The **City Manager** is responsible for implementing the policies of the City Council, directs business and administrative procedures, and appoints departmental officers. This full-service municipality employs 125 full-time workers and has a FY 2017 budget of \$14.9 million. The City Manager is supported by the City Clerk, and seven staff departments: Administration, Finance/Human Resources, Fire, Police, Planning & Development, Parks and Recreation, and Public Works & Utilities. Additional information about the City of Clinton may be viewed at: www.cityofclintonnc.com/.

The Successful Candidate is:

- Committed to supporting and carrying out the City core values of **Honesty, Integrity, Respect, Equality, Diversity, Balance, Competency, Teamwork, and Service Excellence**
- a proponent of open and transparent government by proactively seeking opportunities to communicate in multiple forums and encourage citizen participation and input;
- committed to the development of a diverse group of City employees and has a proven track record of enhancing diversity in the workplace;
- adept at building bridges and knitting relationships among multiple diverse stakeholders and skilled at diplomatically engaging with individual citizens, community groups, City Council members, employees, business leaders, regional, state and federal authorities in order to leverage City opportunities and manage challenges;
- supportive of redevelopment initiatives for housing as well as business and would encourage innovative businesses and startups;
- collaborative with longstanding community partners such as the Chamber of Commerce, Downtown Clinton, area local governments, Sampson County Schools, Sampson Community College, public transportation, small businesses;
- talented at brokering relationships for economic development including new and redevelopment opportunities and has a track record of successful economic development ventures;

- committed to keeping the Mayor and City Council members informed on pending and/or emerging issues, and working to reach consensus on priorities for action;
- a creative thinker in assessing ways to increase revenue, spur economic development, and manage expenses while keeping tax rates competitive;
- a compassionate leader, able to effectively recruit, retain, manage, develop and engage talented staff to deliver excellent customer service to both external and internal customers;
- an excellent communicator, both verbally and in writing, and possesses well-developed interpersonal skills and abilities;
- accountable and holds high expectations of self and others while also being an effective and respected leader;
- a skilled financial manager and budget developer;
- technologically savvy and willing to address a variety of technological challenges facing the City and,
- active and visible in the community through volunteerism and attendance at public events and accessible by the members of the public.

Qualifications and Pay:

The successful candidate will have a minimum of a bachelor's degree and at least 7 years of increasingly responsible professional experience in local government management. Experience must be at the local government (town/city/county) department head level (assistant manager or manager preferred). An MPA or MBA degree is preferred. Must have a proven track record in effective intergovernmental relations, personal community engagement, leading cohesive and strategic change, visionary leadership, and being adept in developing action plans to meet community goals.

Salary will be negotiated based on credentials and experience. Information about benefits can be found at http://www.cityofclintonnc.com/services/human_resources/employee_benefits.php.

To apply, go to <https://www.developmentalassociates.com/client-openings/client-positions/>, click on the **City Manager – Clinton** link. You must complete an online application via Developmental Associates' online system (or copy and paste <https://www.developmentalassociates.com/client-openings/> into your browser).

Resumes may be uploaded to the system but will not be accepted in lieu of a fully completed application. *All inquiries* should be emailed to clintonhiring@developmentalassociates.com.

The application closing date is June 2, 2017. The City of Clinton is an Equal Opportunity Employer.

The recruitment and selection process is being managed by Developmental Associates, LLC.