



SAVANNAH

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The City of Savannah is seeking a passionate, equity, and social justice-oriented leader for their next **City Manager**. With the ability to lead talented and competent staff while working effectively within the Council-Manager form of government, this highly-skilled and motivated servant-leader will have outstanding interpersonal engagement, excellent fiscal management, and creative equity-focused economic development skills. The City Manager must have the ability to relate well in the community, build relationships, and have the ability to partner with an engaged Council.

The Community: As America's first planned city, Savannah boasts historic architecture, luxurious parks, and a government culture that aims to build upon its early success in providing superior planning, infrastructure, and services for its citizens and visitors. In addition to its assets as a city, Savannah offers great weather, nearby beaches, and a tradition of hospitality and cultural offerings. Savannah is home to a vibrant arts and cultural scene that plays host to over 200 festivals each year focused on a variety of themes including music, food, and film. A growing Savannah Music Festival has garnered international acclaim as performers from Savannah and all over the world showcase talent in a variety of musical genres. The City is committed to promoting numerous festivals and special events throughout the year and is particularly known for its St. Patrick's Day celebration.

Savannah has a diverse economy consisting of manufacturing, one of the fastest growing seaports in the nation, tourism, regional medical services, and the military. Retail and service businesses are also important factors.

Savannah's warm weather allows participation in outdoor activities year-round. The city has more than 100 public recreational neighborhood parks, 13 swimming pools, more than 70 athletic fields, more than 75 basketball courts, 50 tennis courts, 2 public golf courses, and a marina. For boating, fishing, and swimming enthusiasts, Savannah offers marinas throughout the 420 miles of navigable waters and 87,000 acres of tidal marshland, as well as the Intercoastal Waterway. Tybee Island is Savannah's public beach and is located approximately 20 minutes east of the downtown area.

With its well-preserved history, fascinating architecture, natural beauty, unique squares and mild climate, Savannah is a splendid spot for sightseeing. We boast the nation's largest National Historic Landmark District. Savannah has been voted one of "The World's 30 Friendliest Cities"

and the fifth “Best Small City in the United States” according to Condé Nast Traveler’s Reader’s Choice Awards. In 2019, Forbes named the City of Savannah as “one of the best employers and top local government in the State of Georgia.” Savannah has earned its reputation and has received accolades: USA Weekend Magazine declared Savannah one of the “top 10 Most Beautiful Places in America.” The New York Times named us one of the “World’s Top Ten Trendy Travel Hot Spots.” Conde Nast Traveler picked us as a “Top 10 U.S City to Visit.” Southern Living placed us as second on its “Best Southern City” list. Outlook Magazine called us one of the “Top 25 Places to Live and Work.” This is a wonderful community for your next career move.

With over 146,000 year-round residents, the population of Savannah also includes the students of four colleges and universities offering bachelor's, master's, and professional or doctoral degree programs: Georgia Southern University-Armstrong Campus, Savannah College of Art and Design (SCAD), Savannah State University, and South University. With six distinct historic districts, coastal beaches, and a globally recognized food and art scene, tourism is a major driver in the economy with over 14.5M visitors in 2018. Home to the Port of Savannah, nearby Fort Stewart – Hunter Air Base, International Paper, Gulfstream Aerospace, Titlemax, and others; Savannah’s economy is diverse and robust.

Organization Overview: Under the City Charter the **City Manager** is the chief executive officer of the City and is responsible for implementing the policies of the City Council, directs business and administrative procedures, and appoints departmental officers. The City Council is composed of the Mayor and eight alderman who all serve concurrent four-year terms. This full-service municipality employs 2400 full-time workers across 26 departments and has a FY 2021 budget of \$414.5M and AA+ bond ratings.

The City is guided by its [six strategic priorities](#) which tie to a fact-based approach and the FY 2021 Budget. Additionally, there is a strong commitment to data and transparency as evidenced by best practice good government initiatives. View the [Mayor discussing](#) the importance of using data to yield results.

The next City Manager must maintain and enhance the quality of life desired by citizens while continuing to drive economic diversity, enhancing excellent local, and regional partnerships, proactively planning and managing infrastructure investment, improving safety, and encouraging citizen engagement. A track record of innovation in delivering on strategic initiatives as well as increasing collaborations, effective governance, and service delivery is essential.

More information about the City can be found [here](#) (or by copying and pasting <https://www.savannahga.gov/> into your browser).

Key priorities of the new Manager will include:

- responding proactively and creatively to the impacts of COVID-19 on the City of Savannah’s businesses, residents, and visitors, while evaluating and planning for post-COVID-19 service delivery;
- skillful application of equity and environmental sustainability lenses from project conception through decision-making and implementation while committing to a calm and professional leadership and management style that is inclusive and promotes the value of diversity, equity, and performance excellence.
- leading strategic and continued innovation in economic development, job development, affordable housing, infrastructure maintenance, and planning;
- conducting an organizational assessment to evaluate operations, staffing, and programs to ensure outstanding customer service, fiscal responsibility, and achievement of strategic objectives; and,
- strengthening of the Council/Manager model of government and finding effective ways to manage the City by balancing the relationships with and responsibilities of the elected body with the roles of a professional City Manager and staff.

Qualifications: The successful candidate will have a minimum of a master’s degree in public or business administration, or a comparable field with 10 years increasingly responsible professional experience in municipal management with at least five years at the level of assistant manager or manager in a comparably sized City. Must have a proven track record in leading with an equity and social justice philosophy, transparent public communication, effective intergovernmental relations, personal community engagement, leading cohesive and collaborative change, visionary leadership, and being adept at leading and implementing strategic planning to meet community goals. Work experience in a high-growth and diverse community is highly desirable. ICMA credentials or the ability to those credentials within a designated timeframe is preferred.

The successful candidate has a track record of success and is:

- an ethical leader who sets an example for all by being transparent and highly competent;
- a confident and trusting leader who allows department heads to exercise their expertise without undue oversight, but expects and model’s accountability for results;
- a data-driven decision-maker who seeks information from multiple sources, using data as well as stakeholder input to educate decision-makers, stakeholders, and to reach conclusions;

- committed to open and transparent government by proactively seeking opportunities to communicate in multiple forums, encourage citizen input, publicize decisions and willingly respond to media when appropriate;
- committed to the value of citizen accessibility and is visible and engaged with residents and visitors alike through community involvement;
- skilled at diplomatically engaging with a diversity of stakeholders such as individual citizens, community groups, City Council members, employees, University and business leaders, regional, state, and federal authorities in order to leverage City opportunities and mitigate challenges;
- is knowledgeable about and an experienced innovator for equity and inclusion, affordable housing solutions, infrastructure management, green environmental approaches, technology innovation, community and social justice-focused public safety, comprehensive land use planning, strategic partnerships, and funding mechanisms to carry out objectives;
- able to effectively recruit, retain, manage, develop and engage talented staff to deliver excellent customer service to both internal and external customers;
- an advocate for building staff engagement and teambuilding through continuing education for staff and self to ensure effective training, development, and succession planning;
- an assertive consensus builder who is adept at constructively advising and providing guidance to an engaged City Council and staff to carry out City initiatives;
- a creative thinker in assessing ways to increase revenue and effectively manage expenses while delivering outstanding service;
- experienced in developing and managing annual general and capital budgets with an outstanding track record of fiscal responsibility; and,
- effectively networks with peers in neighboring communities and in municipalities throughout the state.

Salary and Benefits: Starting salary and total compensation will be competitive and based on qualifications. In addition, the City offers a comprehensive benefits package including health insurance, retirement options and relocation expenses. More information about benefits can be found [here](#). (or by copying and pasting <https://www.savannahga.gov/DocumentCenter/View/17274/2020-Employee-Benefits-Guide?bidId=>).

To apply, go to <https://agency.governmentjobs.com/developmentalassociates/default.cfm> and click on the – **City Manager – Savannah** link.

To learn more about the selection process, visit Client Openings (or copy and paste into your browser: <https://developmentalassociates.com/client-openings/>).

It is not sufficient to send only a resume. Resumes and cover letters should be uploaded with the application. ***Interested applicants are strongly encouraged to apply by April 18th.*** Application review by Council begins April 22, 2021.

Finalists will participate in virtual interviews and skill assessments on May 20-21, 2021. This requires about 3-4 hours of time, not including preparation. Interviews with the Leadership team will follow at a subsequent time. Applicants are encouraged to hold these dates should they be invited to participate.

All *inquiries* should be emailed to hr@developmentalassociates.com. Savannah is an Equal Opportunity Employer. Developmental Associates, LLC is managing the recruitment and selection process for this position.