



# **CITY MANAGER CITY OF NEWPORT NEWS, VA**



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# CITY MANAGER CITY OF NEWPORT NEWS, VA



## THE POSITION IN BRIEF

The City of Newport News, Virginia seeks a visionary and highly competent local government leader with a track record of innovation and fiscal responsibility to serve as its next City Manager. The City desires professionals with a strong understanding of Council-Manager government and a broad knowledge base with the ability to lead a team of subject matter experts. Ideal candidates will possess experience in a comparably sized urban community with a diverse populace. Additionally, candidates should demonstrate a level of emotional intelligence, political savvy, and empathy sufficient to engage effectively with City Council and the public while maintaining a positive organizational climate and high morale within the workforce.

## THE CITY

Situated on the Virginia Peninsula, Newport News is the fifth most populous city in Virginia with a population of 181,958. The city is part of the Hampton Roads metropolitan statistical area (MSA), which has a population of more than 1.8 million. The city's primary airport is Newport News/Williamsburg International Airport (PHF), while Norfolk International Airport (ORF) and Richmond International Airport (RIC) are 24 miles and 63 miles away, respectively. The city is also accessible via Amtrak, Interstate 64, and a host of State Routes.



The city's origins date back to the colonial era, and its history is commemorated with seven museums and numerous historical sites. Other cultural amenities include the Peninsula Fine Arts Center, the Ferguson Center for the Arts, and the Virginia Living Museum. Recreational offerings include 36 public parks, including Newport News Park, one of the largest municipal parks in the country at nearly 8,000 acres.

The city is served by Newport News Public Schools and Christopher Newport University. Historically Black institutions Hampton University and Norfolk State University are located in nearby namesake cities, along with Old Dominion University, The College of William & Mary, and Virginia Peninsula Community College. In addition, The Apprentice School teaches shipbuilding and other trades in support of the city's most well-known industry.





## DEMOGRAPHICS & RELATED DATA

(Source: U.S. Census Bureau)

Median Age **33.8** years

Median Household Income  
**\$57,463**

Median Home Value  
**\$204,900**

### Race/Ethnicity

White only **45.5%**; Black only **41%**; Two or More Races **7.2%**; Asian only **3.4%**; Hispanic or Latino **9.6%**

### Educational Attainment

High school diploma **91.6%**

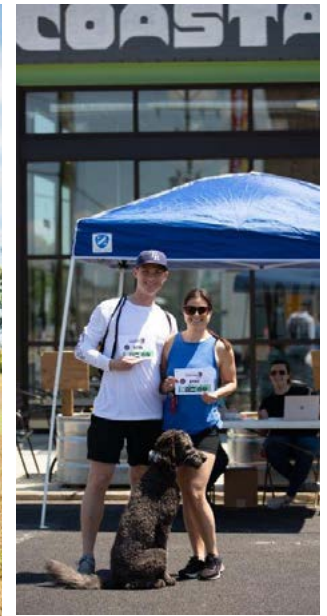
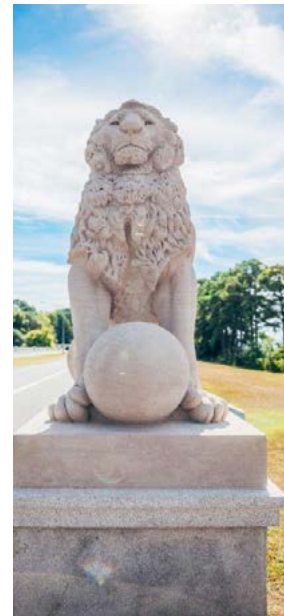
Bachelor's degree **28.1%**

Poverty Rate **15.8%**

## THE CITY ORGANIZATION

The City of Newport News operates under the Council-Manager form of government. Six City Council members are elected from three districts – North, Central, and South – while the Mayor is elected at-large. Elections are nonpartisan and members serve staggered four-year terms.

Newport News has a FY2023 total budget of over \$1 billion and an approximate employee count of 3,600 full-time equivalent (FTE) positions across all funds. As an independent city, it is considered a "county equivalent" with the authority of a consolidated city-county government, including allocating the budgets of Newport News Public Schools and constitutional offices such as the Sheriff's Department, Commonwealth's Attorney, and the Courts.





# The City's 2020-2025 Community Vitality Strategic Plan sets out the following direction and priorities:

## Vision

A diverse and prosperous waterfront city of science, technology, innovation and art where people come together as a vibrant, inclusive community.



## Mission

To enhance the quality of life in the City of Newport News for current and future generations to thrive.

## VALUES

**Community  
Engagement**

**Opportunity  
for All**

**Creativity  
and  
Innovation**

**Stewardship**

**Fun**

## STRATEGIC PRIORITIES

### People

1. Health, Safety & Well-Being
2. Education & Learning
3. Opportunity & Economic Prosperity
4. Fun, Entertainment & Culture

### Places

5. Welcoming Communities with Connected Neighborhoods

### Government

6. Quality Government & Innovation
7. Environmental Stewardship & Sustainability



## KEY ISSUES & PRIORITIES FOR THE NEXT CITY MANAGER

Newport News is a midsize city with big city needs. In addition to being fully built out, the city's long and narrow geography presents unique challenges related to transportation, development, and service delivery. As such, some key issues that the next City Manager should expect to address include:

- 1) Shepherding the \$300 million investment in the ongoing redevelopment of the Southeast community;
- 2) Identifying regional solutions related to homelessness, mental health, and public safety; and
- 3) Addressing staffing challenges and compensation in a competitive employment market.



## IDEAL CANDIDATE

The City Council welcomed a new Mayor and three new Councilmembers elected in 2022. Among their shared expectations for the next City Manager is the desire for a candid, charismatic leader who will take bold, metrics-driven initiative to position Newport News as a leader in the region. They should be able to represent City Council credibly and place a high priority on communication, to include proactive communication with Mayor and Council, regular engagement with the community, and effectively translating City Council policy and priorities to the workforce.

Successful candidates will demonstrate competence in building coalitions with regional partners, leading change, and managing a multigenerational workforce. They will possess a collaborative leadership style and demonstrate an ability to balance data-driven decision making with decisive action.

## QUALIFICATIONS & EXPERIENCE

Preferably a Master's degree from an accredited college or university in public administration, business administration, or finance, and 10 years of experience in a senior administration or management role; or an equivalent combination of education, training, and experience.

Residency within Newport News is required within one year.

## COMPENSATION & BENEFITS

The anticipated hiring range for this position is between \$230,000 and \$270,000 dependent upon experience. Benefits include health, dental, vision, life, and short- and long-term disability insurance; retirement benefits through the Virginia Retirement System (VRS); deferred compensation; discounted fitness center memberships; and moving expenses.

## HOW TO APPLY

Apply by October 19, 2023, at [www.GovHRjobs.com](http://www.GovHRjobs.com) to the attention of Dele Lowman, Senior Vice President, 630 Dundee Road, Suite 225, Northbrook, IL 60062. Tel: (847) 380-3240 ext 141.

