

KINGMAN, ARIZONA CITY MANAGER



GovHR USA
GovTEMPS USA



CITY OF KINGMAN, ARIZONA CITY MANAGER

THE COMMUNITY

Nestled in the heart of Northwestern Arizona, Kingman is a vibrant and growing city that's rich in history and ripe with opportunity. With a rich history dating back to the Western railway extension of the 1880's, the Transcontinental Air Transport system of 1929 and later the completion of Route 66, Kingman boasts a unique blend of small-town charm and modern amenities. The community is defined by the stunning natural beauty of the Hualapai Mountains, and the Grand Canyon's western rim just a stone's throw away. Known for a strong sense of community, where neighbors look out for one another, Kingman's diverse culture adds to the city's character. Kingman's historic downtown district, lively arts scene, and friendly residents create a warm and inviting atmosphere for residents and visitors alike.

Kingman serves as the county seat of Mohave County, providing an administrative hub for the region's diverse needs. The community's history and background have established a sense of belonging, and its dedication to managed growth keeps the City forward focused. Kingman boasts a variety of amenities, from local artisan shops to outdoor recreation opportunities, including hiking, horseback riding, ATV trails, and more. Its educational offerings, with top-rated schools and a nearby state university campus, offers a range of quality programs. Kingman is the ideal place for professionals, families, and anyone looking for a high quality of life.

Kingman boasts superior transportation access, with the intersecting routes of I-40 and Highway 93, providing easy travel across the Southwest. Just a short drive from Kingman is the Grand Canyon, Hualapai Mountain Park, Lake Mead National Recreation Area and just over the Hoover Dam is Las Vegas, only 90 minutes away. The city's economy is growing, with a thriving tourism sector, manufacturing, healthcare, and other sectors. Major employers like Kingman Regional Medical Center, Mohave County, and several manufacturing companies play a crucial role in the community's economic vitality, and the future Interstate 11 will extend from the Mexican border through Kingman to the Las Vegas valley.

POSITION IN BRIEF

The City of Kingman, AZ (pop. 34,669) seeks a dynamic, insightful, and strategic local government leader with a track record of effective communication, engagement, and fiscal responsibility to serve as its next City Manager. If you are a forward-thinking, collaborative, and community-minded leader with a desire to contribute to Kingman's growth while maintaining its unique identity, we invite you to apply.

KEY KINGMAN DEMOGRAPHICS

Median Age: **41**

Average Household Income: **\$68,562**

Average household size: **2.28**

Percent of homes owner-occupied: **65.1%**

KINGMAN VALUES

- **Commitment**
- **Integrity**
- **Professionalism**
- **Respect**
- **Safety**
- **Team**
- **Trust**

KINGMAN CITY GOVERNMENT

Kingman operates under a council-manager form of government. The seven-member City Council consists of six members elected at large serving staggered four-year terms, and a Mayor elected at-large every two years. This non-partisan Council is responsible for passing ordinances, adopting the budget, appointing members of boards and commissions, and hiring the City Manager, City Attorney and City Magistrate. The City Manager is responsible for executing the policies and ordinances set by the City Council, overseeing day-to-day departmental operations, hiring department directors, and visibly representing the City within the community and region.

Fiscally conservative and values-driven, Kingman's city government prioritizes investments based on City Council goals identified through their strategic planning sessions, along with input received from the community. The total budget for FY23-24 is \$365.8 million with a General Fund budget of \$44.8 million. With a fully staffed team of 412 full-time employees across all funds, Kingman provides a full complement of municipal services to its residents including Police, Fire, Development Services, Tourism and Economic Development, Parks, Recreation, Pools and Golf, Public Works, Water, Wastewater, Solid Waste, Airport and Transit. Kingman's current budget can be viewed by clicking the following link: [Kingman FY24 Adopted Budget](#).



KEY OPPORTUNITIES AND CHALLENGES

Both challenges and opportunities lie ahead for Kingman's next City Manager. As the City continues to experience growth – both residential and economic – the role demands strategic thinking, collaborative leadership, and adaptability to lead the City in addressing the following major issues over the next several years:

- Balancing the City's commitment to quality of life, tourism, and community engagement with the City's desire to take advantage of growth and economic development opportunities that will position Kingman as a regional leader in the future.
- Working with regional and state partners to ensure the planned I-40 interchanges and the future planning and construction of Interstate 11 move forward expeditiously.
- Evaluating the City's development standards and processes for potential improvements that will increase speed-to-business while protecting the interests of the City's future.
- Guiding through to completion the planned industrial park expansion and identifying ways in which the City can tap into resources and partnerships to expand its economic growth in the industrial sector, including partnership projects and collaboration with the FAA at the Kingman airport.
- Working with businesses and strategic partners to identify ways in which issues related to attracting a quality workforce can be addressed.
- Continuing to find innovative strategies to invest in infrastructure and programs to revitalize Kingman's historic downtown corridor and connecting Route 66 business district.
- Fully understanding and representing the City's interests in water resources and infrastructure both regionally and at the state level to address Kingman's future growth.
- Weighing current and future revenues against Council and community priorities and developing strategies to prioritize investments to drive economic development, enhance community quality of life, support staff and its leadership team, while also seeking opportunities to diversify revenue sources.





IDEAL CANDIDATE

In selecting the next City Manager, the City of Kingman has identified the following characteristics, skills and traits that are important to the Council, residents, community stakeholders and City employees:

- A visionary leader who is ethical, trustworthy, approachable, and deeply involved in the community. An individual who welcomes the opportunity to further strong connections and community pride while embracing and preserving Kingman's unique culture as the City grows.
- A responsive, transparent, and collaborative leader committed to finding innovative solutions, and whose management style is characterized by candor, directness, tactfulness, and diplomacy.
- A leader who is flexible and open to change with a willingness to learn and ask questions, while also assertive, when necessary, yet empathetic.
- A leader who excels in both out-of-the-box thinking and attention to detail, capable of coordinating multiple tasks proactively.
- Proficiency in infrastructure planning, investment, and economic development is crucial. Additionally, the City Manager should be well-versed in the legislative process, resource management, and collaboration with state agencies.
- Exceptional communication skills both internally and externally. With a capable leadership team, the City Manager should have demonstrated experience leading, coaching, and collaborating with departments to deliver quality services.
- A strong, collaborative leader with the ability to help identify, analyze, prioritize, and address issues that are critical in meeting the needs of the organization and community. Someone who supports staff and facilitates good working relationships with all members of the City Council.
- A strategic leader with excellent problem-solving, financial, and human resources skills. Someone who proactively focuses on long term strategies and solutions.
- Adaptability to changing circumstances, coupled with strong financial management and problem-solving skills are essential to navigate Kingman's top issues. Diplomacy and the ability to build consensus among diverse groups and individuals are highly valued traits for this leadership role.
- Have a genuine passion for public service from both an internal standpoint and for service to the community. Have a high energy level and enthusiasm for meeting the challenges and responsibilities of the manager's position.
- Have strong analytical skills with the ability to examine programs, budgets and proposed policies for efficiency and effectiveness.
- Possess a strong understanding of governmental finances and budgetary preparations, including the ability to guide the development of the annual operating budget and capital improvement plan and effectively communicate those to the elected body and community.
- Have proven and successful managerial skills utilizing a consensus-building, collaborative approach to managing staff members and the ability to remain accountable for all city departments activities.



CITY MANAGER QUALIFICATIONS

The ideal candidate will ideally demonstrate the above skills and characteristics as well as have the following qualifications, or be able to demonstrate an equivalent combination of education and experience to perform the functions of the position:

A minimum of five (5) years of experience as a municipal administrator and a Bachelor's degree in public administration, political science, business management or a closely related field. A graduate degree in public administration or a closely related field from an accredited university is highly valued. Residency not further than a three-mile radius of the city limits is required within six months.

The City anticipates a hiring range between \$180,000 - \$200,000 +/- DOQ with a comprehensive benefits package including health, dental, State pension, 457 (b) plan, and more.

HOW TO APPLY

Interested candidates should apply online at GovHRjobs.com with a cover letter, resume, and contact information for at least five (5) professional references by January 8, 2024. For further information, contact Executive Vice President Mary Jacobs at 847-380-3240 ext. 117 or Senior Vice President Sarah McKee at 847-380-3240 ext. 120.

The City of Kingman is an Equal Opportunity Employer.



GovHR USA
GovTEMPS USA

EXECUTIVE RECRUITMENT