



GREELEY, COLORADO CITY MANAGER



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THE OPPORTUNITY

The City of Greeley is excited to open applications for the role of City Manager. We are a future-focused city that is intentionally developed, safe, affordable, and innovative with a population that values healthy outdoor living, family and our thriving business community. The City Manager will be responsible for leading a diverse and dynamic city through a time of rapid growth and opportunity.



THE COMMUNITY

Abundance of Outdoor Opportunities for Healthy Lifestyles

Greeley, Colorado, is a city of diversity and innovation, both in who we are and how we think. Instinctively leading, rarely following. There's a culture here around creating opportunity and challenging expectations, one that shines through everything from a vibrant arts and music scene to a growing downtown area, bustling with authentic local restaurants, boutique shops and award-winning microbreweries. We're a city of ideas, a touch of the unexpected, and a story that's even better lived in than told.

With three hundred days of sunshine each year, gorgeous views of the Rocky Mountain Front Range, and easy access to a variety of outdoor recreation opportunities, the City of Greeley, Colorado, is a beautiful place to call home.

Known as the "welcoming front porch of the Rockies," Greeley offers abundant recreational amenities, starting with parks and facilities encompassing over 700 acres, and over 1,300 acres of natural lands and trails, particularly along the beautiful Poudre River. There are golf courses, recreation centers, swimming pools, fields and courts for sports, skate parks, playgrounds, fishing ponds, bike trails, and picnic areas. Its lifestyle is built around movement, wellness, and discovery with the Rocky Mountains just over an hour away.



Livable Neighborhoods and Vibrant Arts and Culture

Greeley has distinctive and livable neighborhoods with a collection of regional retailers and locally sourced and operated shops and restaurants. The Downtown area is currently undergoing a transformation through the Downtown Revitalization project, a piece of which is the Council-approved Downtown Civic Campus, a partnership between the City of Greeley, School District 6, and Weld County. This project includes a new City Hall, revitalized downtown work and retail space, a boutique hotel, and new County and District administration facilities.



We have a rich history celebrating diversity with nearly 12% of the Greeley population being foreign-born and broad services to support refugee and immigrant communities including the Immigration and Refugee Center of Northern Colorado and Lutheran Family Services.

As one of Colorado's certified Creative Districts, Greeley offers a rich lineup of arts, music, and cultural events enjoyed by residents and visitors alike, including performances produced by the University of Northern Colorado's (UNC) nationally acclaimed College of Performing and Visual Arts, the Greeley Chorale, and the Greeley Philharmonic Orchestra — one of the longest continually-operating orchestras west of the Mississippi.



The City's Cultural Affairs Division manages the 1,700-seat Union Colony Civic Center and hosts various art shows, movies, and performances throughout the year, as well as promoting the City's public art program. Greeley is also home to popular events and attractions such as the Greeley Stampede, Island Grove Park, Colorado Model Railroad Museum, Centennial Village, Weld County Fair, Friday Fest (May to September), Monster Day, OktoBREWfest, and the Greeley Blues Festival, along with a multi-cultural festival, a farmer's market, and so much more.

Regional Hub for Government, Healthcare and Industry

As the county seat for Weld County, Greeley serves as the education, trade, transportation, cultural, and marketing center. It is one of the top ten most prosperous and productive agricultural counties in the U.S. and leads the state of Colorado in oil and gas production.



We are also home to Banner Health, NCMC and UC Health as well as the exciting new Osteopathic Medicine campus at UNC, making Greeley a healthcare hub in Northern Colorado.

Celebrating nationally recognized educational institutions

Greeley is home to the University of Northern Colorado (UNC), the third-largest university in Colorado and home to the Bears' successful D1 athletic programs, as well as Aims Community College, and our award-winning K-12 school district serves over 30,000 students.

UNC has recently received a multi-million-dollar investment in its medical programs, building an entirely new college of Osteopathic Medicine scheduled to open in 2026 and growing to serve hundreds of students.

Aims Community College is an innovative school with a deep endowment serving students across Northern Colorado and making it possible for qualified students to earn certificate and associate degrees for reduced cost or free. Aims has also built innovative partnerships with regional employers to accelerate workforce growth.

There is a deep commitment to achieving community excellence by fostering economic opportunities, expanding educational partnerships, and cultivating community resources that enhance quality of life for residents. The city is also committed to promoting talent and workforce development, enhancing transportation systems, and providing infrastructure to serve Greeley's future.

Rapid growth and unlimited opportunity

Greeley is one of the fastest growing communities in Colorado with a projected population growth to over 135,000 residents by 2032 and over 232,000 by 2055 and a median age of just over 32 years contributing to our young and thriving vibe. The city is fifty-two miles northeast of Denver and thirty miles east of the majestic Rocky Mountains, near the confluence of the Cache la Poudre and South Platte Rivers. US Highways 34 and 85 run through Greeley, and the city is approximately 20 minutes from Interstate 25 and less than one hour from Denver International Airport. Greeley is also home to a regional airport that was recently approved for expansion, presenting exciting opportunities to build and promote a growing regional air travel hub.

Greeley has long been a leader in agriculture, energy, and manufacturing. It's home to major companies like Leprino, JBS and Colorado Premium. New industries are also emerging in Aerospace and Defense, Agri-Technology, Energy, Food and Beverage Production, Healthcare, Medical Innovation and Technology.

Greeley has a median household income of \$68,650 and a median home value of \$369,600.



THE CITY ORGANIZATION:

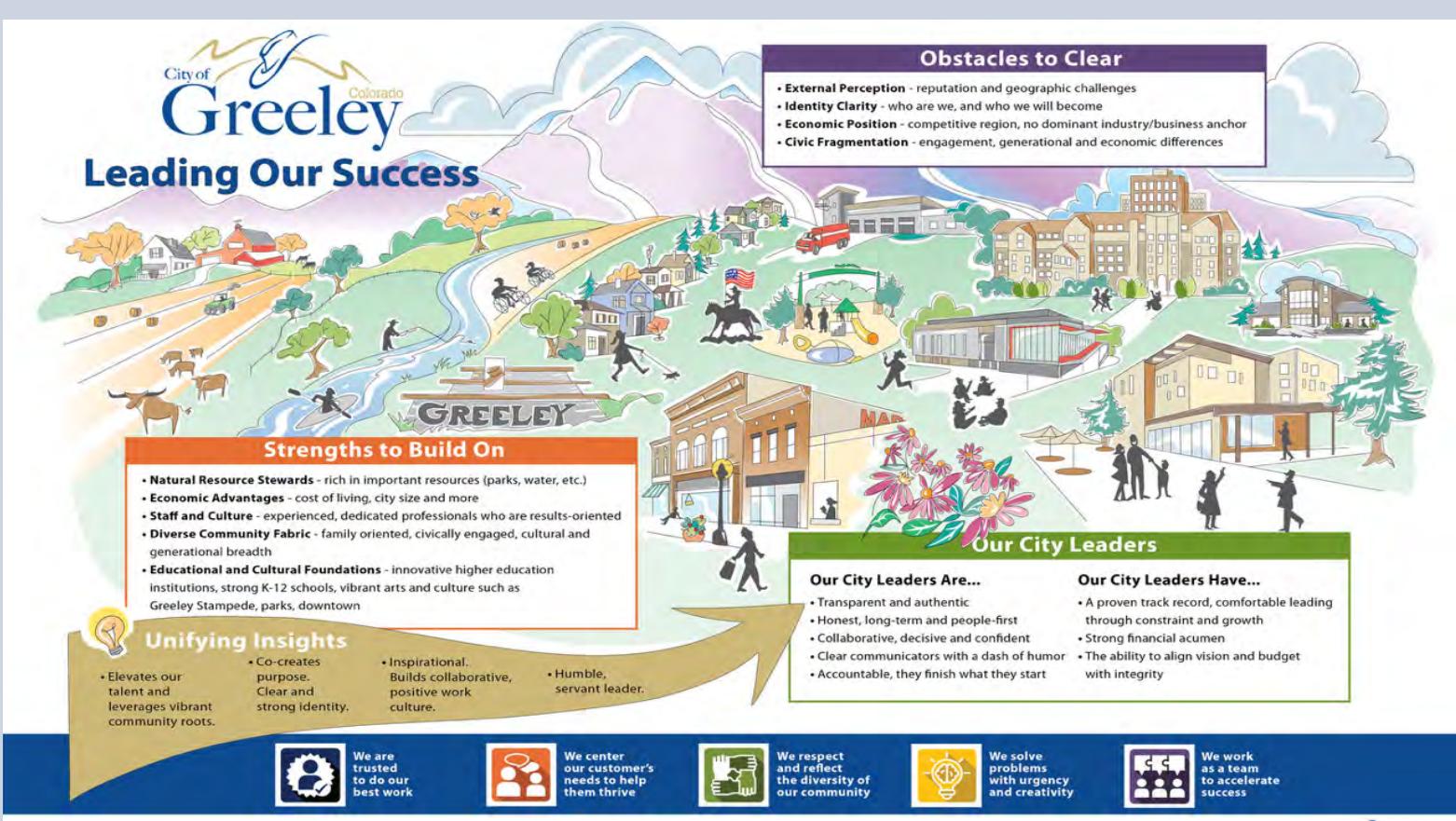
Greeley is a home-rule city and operates under a council-manager form of government. The City Council is comprised of a mayor and six city council members. The Mayor and two members are elected at large, and four members are elected by ward. Council members serve staggered four-year terms, with the Mayor serving two-year terms.



The City Council sets the policies for the operation of the Greeley government, while the Council-appointed City Manager has administrative responsibilities for city operations including Police and Fire Departments.

Greeley has an approved 2026 general fund budget of \$170 million and 1,200 full-time employees with an additional 650+ seasonal employees. Greeley relies heavily on voter-approved local sales tax as a primary source of revenue.

The City of Greeley is committed to serving its residents through transparent, effective, and efficient operation practices and long-term strategic planning. Greeley City Council and leadership have created a [strategic plan](#) outlining the most important work that will help Greeley lead municipal government for the state.



The City of Greeley hosted a cross-functional employee visioning session. Over 35 employees from over 20 departments attended and provided input and ideas for the new City Manager. This map represents the vision they have for leadership at the City of Greeley.

DESIRED CAPABILITIES

The City of Greeley seeks an accomplished municipal executive who brings proven, hands-on leadership, ideally, in a council-manager environment with a record of delivering important community initiatives. The ideal leader will have guided large, multi-department organizations with clarity of purpose, and will be comfortable partnering with elected officials, regional partners, and private-sector stakeholders to advance shared priorities and create lasting value for residents. Candidates will demonstrate:

- **Technical mastery of municipal finance and infrastructure is essential to support the city's growth.** The successful candidate will bring deep experience with budgets, enterprise funds, and capital financing tools, and will translate fiscal discipline into practical, multi-year plans that enable strategic investment in infrastructure and economic development. This expertise ensures prudent stewardship while supporting ambitious, achievable outcomes.
- **Strategic and operational excellence will define day-to-day performance.** We are looking for a leader who turns vision into measurable results by setting clear priorities, implementing performance systems, and expertly building positive employee culture and coordinating teams to move high-visibility projects from planning into construction and completion. This person will be an effective project quarterback who clears obstacles and keeps work on schedule. With multiple major initiatives underway, the City Manager will align teams around a clear north star, address conflicts constructively, and stay close to operational details to prevent missteps and build trust.
- **The ability to lead with confidence, energize and develop staff, promote cross-departmental collaboration grounded in shared purpose, and cultivate an environment where talent can grow.** Through coaching, transparent decision-making and thoughtful succession planning, this servant-minded leader will build resilient teams that deliver excellent service and innovation for the community.
- **Strong political acumen, exercised with neutrality and professionalism, will enable the City Manager to partner effectively with the Mayor and Council.** The right candidate will honor Council–Manager protocols, keep elected officials well informed, and serve as a trusted, non-partisan advisor who helps build consensus around strategic choices. They will balance day-to-day operations with the policy direction set by City Council and by actively listening to council priorities. They will respect Council's role as the community's elected representatives, ensuring staff actions align with operational best practices and the needs and desires of Council and the residents they serve.
- **A visible, persuasive communicator who is active in the community will help strengthen partnerships and civic pride.** We value a leader who is accessible at public events and regional forums, who explains complex issues clearly and inclusively, and who builds relationships with institutions such as the college, university, neighborhood groups, businesses, and nonprofits. Their presence will reinforce collaboration and shared momentum, and help tell Greeley's evolving story by celebrating progress, addressing challenges candidly, and leveraging signature events such as the Greeley Stampede to unite the community.
- **Integrity and emotional intelligence are foundational.** The ideal City Manager models transparency, humility and ethical leadership, listens with empathy, and resolves conflict constructively. This leader is accountable, builds trust across diverse communities, and brings the energy and runway to grow with the organization while supporting thoughtful, principled decision-making.



LEADERSHIP OPPORTUNITIES AND PRIORITIES

As Greeley faces a period of exciting growth and opportunity, the next City Manager will play a central role in turning vision into tangible results and strengthening connections across the community. Built on the City's existing strengths including hardworking employees, a diverse and welcoming population, strong community pride, affordability, outstanding recreational resources, and significant educational institutions, this leader will usher in impactful change resulting in clear positive benefits to residents, staff, and partners.

The City is revitalizing downtown and benefits from strategic land and water resource management that supports long-term livability and growth. At the same time, the community expects continued progress in strengthening Greeley's prominence, coordinating multiple high-visibility initiatives across departments, and ensuring signature moments and events are leveraged to unify and celebrate the community.

Organizational Excellence and Collaboration. The next City Manager will have the opportunity to build on the City's deep bench of talent by fostering a culture of trust, accountability, and support our shared purpose. Establish a clear, shared vision and priorities so departments have a common north star, and challenges are addressed early and constructively. Empower leaders and staff with clear roles, meaningful professional development, and incentives for teamwork so departments coordinate naturally and deliver consistent, excellent service. The City Manager will emphasize continuous improvement, accountability, succession planning, and practical performance measures that make success visible and repeatable.

Deliver Signature Projects and Modernize Infrastructure.

Bring transformational initiatives to life by combining visionary goals with disciplined program management and hands-on oversight. Modernize core systems, complete infrastructure, high-impact development and redevelopment projects, including Stormwater System [West Greeley](#), [MERGE](#), [Downtown Civic Campus](#), and Greeley-Weld Airport, efficiently, and ensure every investment yields strong community value. The City Manager will emphasize predictable delivery, sound cost controls, and partnerships that multiply capacity and accelerate results. Click here for a list of other published projects: [All Projects | Speak Up Greeley](#).

Sustain Financial Strength and Resilience.

Keep the City on sound fiscal footing through prudent budgeting, transparent policy, and multi-year financial planning. Protect essential services while creating capacity for strategic investments that advance priorities. The City Manager will balance short-term discipline with long-term opportunity so the City can respond to change and seize growth responsibly.

Deepen Community and Regional Partnerships.

Be a visible, community-centered leader who strengthens ties with residents, the university, businesses, nonprofits, and neighboring jurisdictions. Champion authentic engagement that reflects Greeley's diverse communities, amplifies community voices, and builds shared solutions. Use regional collaboration to leverage resources and expand impact. The City Manager will recognize that the City's success is amplified when relationships are cultivated and partnerships are trusted.

Guide Thoughtful Growth and Economic Opportunity.

Advance smart, inclusive growth that expands housing choices, attracts quality employers, and aligns infrastructure with land use. Prioritize development that enhances neighborhood vitality, preserves community character, and generates broad, sustainable economic benefits. The City Manager will foster growth that raises opportunities for all residents while protecting long-term livability.

Measure Progress and Communicate Clearly.

Set clear, measurable goals and report progress in a transparent, accessible way so Council, staff, and the community at-large can see outcomes and celebrate achievements. Communicate progress on complex issues including work that shapes perceptions of quality of life in a candid, data-informed way. Use data to guide decisions, highlight wins, and refine approaches, and maintain open lines of communication that build confidence and shared ownership of results. The City Manager recognizes that being clear and accountable helps maintain progress and builds trust within the community.



EXPERIENCE, EDUCATION AND SKILLS

Minimum Qualifications

- Bachelor's degree in business, public administration, or a related field.
- Ten (10) years of increasing responsibility in the management of a government or public-sector organization, or in an organization that works closely with municipal, county, state, or federal programs/ offices.

Preferred

- Master's degree in business, public administration, or a related field.
- Fifteen (15) or more years of relevant increasing responsibility experience, including experience leading at division level or above (multiple departments).
- Prior experience in an executive level role within municipal government.
- Experience leading a city or county in Colorado and familiarity with Colorado's Taxpayer Bill of Rights (TABOR) laws.

OR

- Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job.

TOTAL COMPENSATION

The targeted hiring range is \$270,000 - \$350,000 DOQ/E. The City of Greeley provides a comprehensive benefits package that includes health benefits, pension, paid time off and holidays. There is no residency requirement at the time of hire, however during their tenure, the City Manager shall reside within the city within six months of appointment. Relocation assistance is available.





HOW TO APPLY

Qualified candidates should apply online at GovHRjobs.com by **February 6, 2026**, submitting a cover letter with a statement of interest (why is the City of Greeley particularly interesting to you), and a resume. For additional inquiries, contact the recruiting firm representatives at MGT: Yolanda Howze, Director, Human Capital, 224.245.5630 or Charlene Stevens, Vice President, Human Capital, 847.380.3240 ext. 124.

The City of Greeley provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

Applicants selected as finalists for this position will be subject to a criminal history/credit/Driver's license check prior to the interview and agree that your name will be released publicly as a finalist candidate. Under the Colorado Open Records Act, information from your application or resume may be subject to public disclosure.

