



CITY OF BEAVERTON

City Manager





The Position

The City of Beaverton seeks a City Manager to provide strong executive leadership, partner closely with the Mayor and City Council, and guide the organization in delivering on its commitments to the community. As the City's chief executive, the City Manager oversees all City departments and day-to-day operations, ensuring City business is conducted ethically and effectively, in accordance with Council direction, City policies, and the City Charter.

In partnership with the Mayor and City Council, the City Manager translates the Council's vision and priorities into actionable plans and organizational results. This includes providing sound advice and thoughtful recommendations, keeping elected officials informed of City operations and emerging issues, and supporting informed policy decisions. This position also serves as the City's Budget Officer, leading the development and administration of the annual budget and promoting responsible financial management that aligns resources with City priorities and long-term needs.

Strong relationships are essential to the City's success. The City Manager works collaboratively with residents, businesses, community organizations, regional partners, and other governmental agencies to advance shared goals and strengthen intergovernmental cooperation. As a visible and accessible representative of the City, this individual fosters meaningful community engagement, promotes transparent communication, and helps ensure City services are responsive and equitable.

Within the organization, the City Manager provides direction and support to the Assistant City Managers and department leaders, fostering a clear understanding of organizational goals, roles, and expectations. Responsibilities include guiding organizational structure and personnel practices, overseeing employee performance, and supporting professional development and succession planning. The City Manager champions diversity, equity, inclusion, and belonging, cultivating a respectful and welcoming workplace where employees are supported in their work and the organization is equipped to serve the entire community effectively.

The Priorities

- **Advance Long-Term Financial Sustainability:** Lead the City through significant budget challenges with a proactive, strategic approach to financial planning. Evaluate core services and service-level expectations, align resources with community priorities, and provide clear, data-informed recommendations that support difficult decisions while preserving the services and values most important to Beaverton.
- **Shape Beaverton's Strategic Direction:** Partner with the Mayor and City Council, employees, and the community to help shape the City's strategic plan and translate its priorities into actionable steps, measurable outcomes, and coordinated organizational efforts. Align resources and budgets with long-term goals while advancing key community and capital initiatives.
- **Advance Community Development and Economic Vitality:** Pursue opportunities to redevelop City-owned properties, revitalize downtown, and support strategic investments that strengthen Beaverton's long-term vitality. Advance development initiatives that reflect community priorities, create opportunities for growth, and support the City's vision for the future.
- **Strengthen Communication, Transparency, and Community Trust:** Build confidence in City government through proactive, consistent, and accessible communication with the City Council, employees, and the community. Clearly communicate the City's priorities, decisions, challenges, and accomplishments while listening to diverse perspectives and creating meaningful opportunities for community engagement.
- **Strengthen Organizational Effectiveness:** Foster a cohesive, accountable, and collaborative organization that delivers responsive, equitable, and effective services. Empower employees and department leaders, encourage innovation and continuous improvement, and maintain the City's commitment to equity and inclusion during this time of ongoing change and transformation.
- **Strengthen Regional and Intergovernmental Partnerships:** Build strong, collaborative relationships with neighboring jurisdictions, special districts, and regional and governmental partners to address shared challenges and advance common goals. Strengthen coordination on regional growth, unincorporated areas, and potential annexation while pursuing funding opportunities that support the City's priorities.



The Successful Candidate

The City Manager is a confident, steady, and approachable leader who brings sound judgment, strong character, and a genuine commitment to public service. Calm under pressure, this individual navigates difficult situations with patience and professionalism, makes tough decisions when needed, and balances humility with conviction. The result is a trusted leader who provides stability and moves the organization forward with clarity and purpose.

A strong partner to the Mayor and City Council, the City Manager understands the council-manager form of government, the City Charter, and the distinction between policy direction and day-to-day operations. Through open communication, sound advice, and a commitment to keeping elected officials informed, this individual builds productive relationships and avoids surprises. Equally important is the ability to offer candid perspectives, respectfully challenge assumptions, and establish clear boundaries, helping Council make informed decisions while enabling staff to carry out their work effectively.

As an organizational leader, the City Manager brings people together around shared goals and fosters a workplace where employees feel valued, supported, and empowered to succeed. The successful candidate trusts the expertise of the leadership team, encourages collaboration across departments, and provides clear direction and accountability. Experienced in leading complex organizations and navigating change, the City Manager understands how departments contribute to broader organizational goals, develops others, and brings the right people together to solve problems and strengthen organizational effectiveness.

Strategic and forward-thinking, the successful candidate takes a practical, solutions-oriented approach to Beaverton's challenges and opportunities. This individual connects immediate needs with long-term priorities, welcomes new ideas, and remains grounded in what is achievable. Comfortable addressing financial challenges and competing priorities, the City Manager weighs options thoughtfully, communicates trade-offs clearly, and helps others make difficult decisions. With a focus on continuous improvement, this leader identifies constructive paths forward that strengthen the organization and position it for long-term success.

Above all, the successful candidate cares deeply about Beaverton and is eager to be an active part of the community. This individual listens to diverse perspectives and builds meaningful relationships with residents, employees, businesses, community organizations, and regional partners. A commitment to equity, transparency, and inclusive communication shapes how the City Manager leads and represents the City. Personable and genuine, with positive energy, a sense of humor, and a collaborative spirit, this leader inspires confidence and helps Beaverton continue to thrive.



Qualifications

At least 10 years of progressively responsible leadership experience in local government is required, including a minimum of five years supervising professional-level staff. Prior experience serving as a City Manager, Deputy City Manager, or Assistant City Manager is highly desirable. A proven track record of working effectively with an elected governing body is essential. Candidates should have experience in municipal budgeting and financial management, along with the ability to evaluate competing priorities, make sound decisions, and communicate those decisions effectively to elected officials, employees, community stakeholders, and residents.

A bachelor's degree in public administration, business administration, public policy, or a related field is required. A master's degree in public administration, business administration, or a closely related discipline is preferred. An ICMA-Credentialed Manager is ideal. The City recognizes that leadership experience may be gained through a variety of pathways and will consider any combination of education, training, and experience that demonstrates the knowledge, skills, and abilities necessary to lead the organization successfully.

Beaverton is a diverse city, boasting a large population of qualified persons, including women, veterans, Black, Indigenous, people of color, persons with disabilities, generational groups, persons who speak many languages, and of diverse national origins. A commitment to supporting the diversity of the Beaverton community is essential to success. The city's talent acquisition goals include hiring the candidate who is best able to meet the performance objectives of the role. We encourage persons with non-traditional skill sets and experiences to apply, even if you believe you do not meet 100% of the qualifications and hiring criteria described.

Inside The Organization

The City of Beaverton City Council consists of a Mayor and six Councilors, all of whom are elected at-large on a nonpartisan basis to four-year terms. The Mayor is the full-time political and ceremonial head of the city and presides over Council meetings. The City Manager is appointed by Council and charged with overseeing all city operations except for the City Attorney's Office and Municipal Court Judges.

Beaverton employs 620 talented and dedicated employees. Currently, nine departments are responsible for the wide variety of public services within the City: City Attorney's Office, City Manager's Office, Community Development, Finance, Human Resources, Information Technology and Services, Library, Police, and Public Works. Beaverton's FY26-27 budget is \$587 million and reflects the City Council's goals with an emphasis on implementing strategies to support fiscal health, recovery, and financial prosperity. The City is committed to meeting its goals by embracing its community vision, advancing diversity, equity, inclusion, and belonging, proactively responding to climate change, and striving for fiscal sustainability.

The City Council's pillars:

- **Inclusive Community:** Beaverton is a welcoming community, dedicated to achieving equitable opportunities for all.
- **Good Government:** Beaverton is committed to delivering exceptional and responsive services.
- **Economic Prosperity:** Beaverton is committed to fostering economic prosperity for all.
- **Environmental Sustainability:** Beaverton is committed to promoting environmental stewardship for a cleaner, more sustainable future.
- **Safety:** Beaverton recognizes that public safety is the foundation of a thriving community, helping to ensure that individuals feel secure and supported.
- **Housing:** Beaverton enables innovative and abundant housing options to create vibrant spaces where people can live, work, and thrive.
- **Quality Infrastructure:** Beaverton is committed to preserving and enhancing quality infrastructure to ensure health, safety, and accessibility in our neighborhoods.
- **Community Wellness and Fun:** Beaverton is committed to wellness and providing fun, enjoyable experiences that bring our community together.

The Beaverton Community

Located in the heart of the Tualatin Valley, midway between Mt. Hood and the Oregon coast, Beaverton combines the best of a big city and the peaceful surroundings of a small town. Just seven miles west of downtown Portland, Beaverton is Oregon's sixth-largest city and the second-largest incorporated city in Washington County.

Beaverton is home to more than 100,000 people of all ages and backgrounds and is one of the most diverse cities in Oregon. One in three residents identifies as a person of color, roughly 20 percent were born outside of the U.S., and more than 100 languages are spoken in the Beaverton School District. This richness of cultural diversity is what makes Beaverton such a vibrant city.

Filled with eclectic charm, downtown Beaverton is a collection of mid-century shop fronts, turn-of-the-century landmarks, and the latest in mixed-use development. A center for the arts with a large performing space anchors the City's revitalization district, and opportunities for shopping, entertainment, and exploration abound beyond the City's core.

Through a partnership with Tualatin Hills Park and Recreation District, Beaverton residents enjoy many outdoor activities. With more than 100 parks encompassing 1,000 acres, every home in Beaverton is within a half-mile of a park. The City has 30 miles of hiking trails and a 25-mile network of bike paths. Within an hour's drive, there are many more natural areas and opportunities for recreation, including ski slopes to the east and ocean beaches to the west.

Beaverton's neighborhoods offer more opportunities for neighbors to have fun and make a greater impact on the community. Along tree-lined streets, neighbors are often out jogging, biking, dog-walking, and enjoying everything the City has to offer. From outdoor concerts to art, multicultural festivals, and celebrations, Beaverton's annual events help bring the community together.

Beaverton has a long history of thoughtful planning, addressing housing, transportation, economic development, diversity, equity, inclusion, and justice, among many others. The Beaverton Community Vision project won awards for community outreach, substance, and ongoing long-term value. Today, Beaverton residents and businesses take advantage of many well-designed means to interact with the City.

Welcoming residents and visitors from everywhere, Beaverton is eager to share all that makes it the best of Oregon.





Compensation and Benefits

The City Council will negotiate a competitive employment agreement with the selected candidate. The anticipated salary range is \$219,620 – \$309,029, depending on the qualifications and experience of the successful candidate. Beaverton provides a comprehensive benefits package, including Medical, Vision, Dental, Long-Term Disability, Life Insurance, and various voluntary benefits, including Deferred Compensation. The City participates in the Oregon Public Employees Retirement System (PERS) and currently pays the entire contribution on behalf of employees. For more details, please review Beaverton's [Employee Benefits](#).



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will remain open until filled, with the first review of applications beginning **November 30, 2026**.

The City of Beaverton is an equal opportunity employer and does not discriminate on the basis of age, sex, marital status, race, color, creed, mental or physical disability, religion, national origin, familial status, sexual orientation, gender identity, or source of income in the admission or access to, or employment in, its programs or activities. The City of Beaverton recognizes the significant contributions of veterans in protecting the liberties our residents enjoy and complies with Oregon's Veterans' Preference Law.



Questions

For more information or questions regarding the City of Beaverton or the City Manager position, please contact Heather Gantz at hgantz@raftelis.com.

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