



CITY OF NORTHGLENN

City Manager





The Position

The City Manager plays a vital role in helping Northglenn bring its vision and priorities to life, serving the community, supporting employees, and turning shared goals into meaningful results. As the City's chief administrative officer, the City Manager provides executive leadership, working in close partnership with the Mayor and City Council to advance their vision for the community. This is an opportunity to lead a dedicated organization, build on its strengths, and help shape Northglenn's future while ensuring the City continues to deliver responsive, effective services to its residents.

The City Manager provides leadership across the organization, guiding City operations and fostering a culture that supports employees, encourages collaboration, and gives staff the direction and resources they need to succeed. The role includes overseeing City departments and services, developing and administering the annual budget, safeguarding the City's financial health, and ensuring the responsible stewardship of public resources. The City Manager also provides Council with thoughtful advice and recommendations, keeps elected officials informed about City operations and emerging needs, and helps translate policy direction into practical, effective action.

A trusted partner to the Mayor and City Council, the City Manager brings sound judgment, a forward-looking perspective, and a commitment to open communication and effective governance. Success in this role means balancing the big-picture opportunities and challenges facing Northglenn with the everyday work of running a city. By building strong relationships, empowering employees, and maintaining a focus on the community, the City Manager helps ensure Northglenn is well-positioned to meet today's needs, embrace new opportunities, and thrive in the years ahead.

The Priorities

The next City Manager will have an opportunity to build on Northglenn's strengths, help shape its future, and work alongside City Council, employees, and community partners to turn shared priorities into meaningful progress.

- **Refresh the City's Vision and Strategic Direction:** Lead a collaborative refresh of the City's strategic plan that brings renewed focus to Northglenn's mission, vision, and values. Working with City Council, employees, and the community, help define a clear path forward, establish meaningful goals, and align priorities with available resources and the community's long-term aspirations.
- **Strengthen Collective Impact:** Foster a cohesive, collaborative leadership team grounded in trust, accountability, and shared purpose. Build on the dedication and capabilities of Northglenn's employees by investing in their growth, strengthening connections across departments, and empowering staff to lead, innovate, and deliver excellent services.
- **Advance Financial Sustainability and Long-Term Resilience:** Guide Northglenn through evolving financial challenges with thoughtful planning, responsible stewardship of public resources, and a focus on long-term sustainability. Explore opportunities to diversify revenue, leverage grants and external funding, and make strategic investments in essential infrastructure that strengthen the City's resilience and prepare it for the future.
- **Create Opportunities for Economic Vitality and Community Development:** Help Northglenn realize its potential through strategic redevelopment, revitalized commercial and retail areas, and thoughtful use of limited land and City-owned properties. In partnership with staff, City Council, and community stakeholders, identify opportunities to attract investment, strengthen the local economy, enhance community spaces, and reinforce Northglenn's identity as a distinctive and desirable place to live, work, and do business.
- **Elevate Communication and Community Engagement:** Partner with staff to advance a clear, consistent communication strategy that tells Northglenn's story, strengthens connections with residents, and helps the community better understand City services, investments, and decisions. Create welcoming, accessible opportunities for residents to engage with the City, share their perspectives, and help shape decisions that affect the community.
- **Build Regional Partnerships and Advance Northglenn's Interests:** Strengthen relationships with neighboring communities, Adams County, regional partners, and state leaders to advance shared goals and represent Northglenn's interests. Represent Northglenn's voice in regional and legislative discussions while pursuing partnerships, shared funding, and collaborative solutions that advance the City's interests and address common challenges.



The Successful Candidate

The City of Northglenn seeks a collaborative, forward-thinking City Manager passionate about public service and who understands that strong leadership starts with building trust, bringing people together, and creating opportunities for the community to thrive. This is an opportunity for a thoughtful, confident leader who empowers employees, welcomes new ideas, and inspires collaboration across the organization. Balancing sound judgment with genuine care for others, the next City Manager leads with integrity, embraces different perspectives, and creates an environment where people feel valued and equipped to succeed. Above all, they approach leadership as a partnership, grounded in open communication, mutual respect, and a shared commitment to Northglenn's future.

The City Manager is a trusted partner to City Council and understands the importance of balancing responsiveness to elected officials with independent professional judgment. They build strong relationships through honest dialogue, thoughtful counsel, and a willingness to engage in difficult conversations. Confident and politically astute, they welcome feedback, respect established roles, and know when to support, question, or respectfully challenge a direction. The successful candidate approaches these relationships without ego, recognizing that productive partnerships are essential to effective governance.

As an organizational leader, the City Manager empowers staff, trusts their expertise, and creates the conditions for people to do their best work. They provide clear direction and expectations while allowing employees the flexibility to take initiative, solve problems, and bring forward new ideas. The successful candidate fosters cross-department collaboration, aligns the executive leadership team around shared priorities, and builds on the organization's existing strengths. Supportive and approachable, they set clear expectations, provide constructive feedback, and help employees grow and succeed while strengthening a culture of shared accountability and continuous improvement.

Calm, resilient, and adaptable, the City Manager brings sound judgment and perspective to complex challenges and competing demands. They manage conflict constructively, navigate diverse personalities, and remain steady under pressure without losing sight of the bigger picture. A creative, solutions-oriented thinker, they question assumptions, remain open to new approaches, and connect issues across the organization. Equally comfortable with strategic planning and operational details, they translate priorities into action, make thoughtful decisions, and strengthen the organization's resilience and readiness for the future.

An engaging and visible presence in the community, the City Manager understands that effective leadership extends beyond City Hall. They communicate proactively and transparently, listen with genuine interest, and build meaningful relationships with employees, residents, community partners, and regional colleagues. Approachable and personable, they ensure people feel heard and respected while representing Northglenn with professionalism and enthusiasm. The successful candidate brings positive energy, curiosity, and a genuine commitment to public service, serving as a steady and trusted leader who connects people, strengthens relationships, and helps the City achieve its shared goals.





Qualifications

At least 10 years of progressively responsible leadership experience in local government is required, including at least five years supervising professional-level staff. Prior experience serving as a City Manager, Deputy City Manager, or Assistant City Manager is highly desirable. Demonstrated success building collaborative relationships and working effectively with elected officials is required. Strong financial acumen, including municipal budgeting and long-range financial planning, is essential, along with the ability to evaluate competing priorities, exercise sound judgment, and clearly communicate complex issues to elected officials, employees, community stakeholders, and residents. Experience in economic development is highly desirable, as is familiarity with organizational effectiveness, emerging technologies, and sustainability initiatives.

A bachelor's degree from an accredited college or university in public administration, business administration, planning, economic development, or a related field is required. A master's degree in public administration, business administration, or a closely related discipline is preferred. 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 successfully lead the organization.

Inside The Organization

The City of Northglenn is a home rule community operating under a Council-Manager form of government. Policy-making and legislative authority rest with the elected, nine-member City Council, which includes the Mayor and eight Council Members representing four wards, with two representatives from each ward. Council Members are elected on a nonpartisan basis to staggered four-year terms, while the Mayor is elected at-large to a four-year term.

The City Council establishes policy and direction, adopts the City budget, and appoints the City Manager, City Attorney, City Clerk, and Municipal Judge. The City Manager serves as the chief administrative officer, responsible for implementing Council's policies and ordinances, overseeing day-to-day operations, and appointing department heads. This structure provides a framework for effective governance, professional administration, and responsive public service.

With a proposed 2027 budget of \$132.8 million and just over 340 full-time equivalent employees, Northglenn delivers a full range of municipal services, including police protection, municipal court services, streets and road maintenance, parks and recreation, sanitation, water treatment and distribution, wastewater collection and treatment, stormwater management, planning, and general administration. Together, these services support the community's daily needs and contribute to Northglenn's continued vitality.

VISION

Northglenn is a welcoming community that is innovative and diverse and celebrates its small-town character, urban vibrancy, and economic vitality.

MISSION

To provide a high quality of life to our residents and businesses through the provision of excellent municipal services.

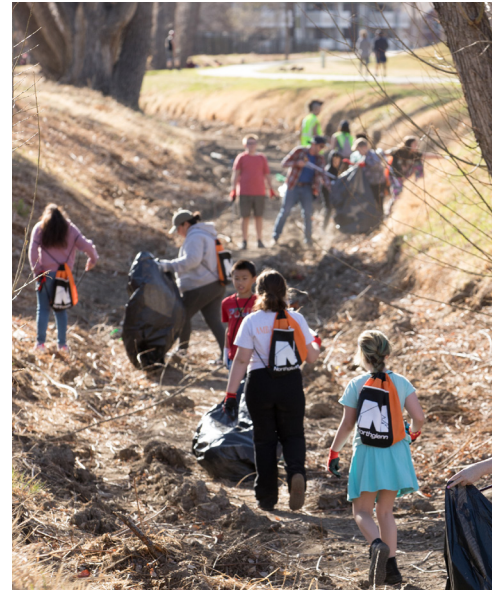
VALUES

- Sustainability
- Inclusivity
- Innovation
- Engagement

The Community

Located just 15 minutes north of downtown Denver, the City of Northglenn offers an exceptional balance of small-town charm, urban vitality, and convenient access to Front Range amenities. Home to approximately 39,000 residents, the City is a hub of safe neighborhoods, thriving businesses, accessible schools, convenient shopping centers, parks, lakes, open spaces, and outdoor recreation facilities.

Northglenn's roots date back to 1959 when the Perl-Mack Company began construction of a large, planned subdivision in unincorporated Adams County. In 1961, the development gained national acclaim when Life Magazine and the National Association of Home Builders named it "the most perfectly planned community in America." Today, residents take great pride in maintaining that unique identity and embrace Northglenn as "the city that pride built." The high quality of planning, development, public services, and dedicated community volunteers creates a distinctive sense of place uncommon in many modern suburbs, evidenced by the many original residents from the 1969 incorporation who still reside here today.



Active outdoor living is central to the Northglenn experience. Residents enjoy Colorado's trademark climate with 300 days of annual sunshine across four distinct seasons. Thanks to the region's dry climate, seasonal temperature shifts remain mild and comfortable. The City is seamlessly linked by the Greenway Trail System, providing more than 35 miles of off-street walking and biking paths that connect directly to extensive regional trail networks across the Denver metro area.

Northglenn combines neighborhood tranquility with unparalleled connectivity. Residents can easily access downtown Denver's cultural attractions and events in a quarter of an hour. Denver International Airport is a direct 30-minute drive east on Interstate 70, while the majestic Rocky Mountains rise just a half hour to the west, offering world-class outdoor recreation right in the community's backyard.



Compensation and Benefits

The City of Northglenn is committed to creating a diverse, inclusive, and equitable workplace where everyone belongs. The City embraces and values the many unique employee experiences, perspectives, and cultural backgrounds that enrich the workplace. Northglenn is dedicated to fostering an environment and community where employees are respected, valued, and empowered. The full hiring range is \$207,906 - \$311,440 and will depend on the qualifications of the selected candidate. Northglenn offers a competitive benefits package designed to support the health, financial well-being, and work-life balance of all employees. For more information, please review Northglenn's [Employee Benefits](#).



How to Apply

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



Questions

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

Trusted advisors transforming communities

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